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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1981

Prepared by

Research Branch
Ontario Ministry of Labour
June 1981



Hon Robert Elgie, M.D. Minister

T.E. Armstrong, Q.C. Deputy Minister



SHOT SHAA

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1981. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows:

One-year : less than 18 months

Two-year : 18-29 months
Three-year : 30-41 months
Four-year : 42-53 months

The data in this report were prepared for computer processing by Carmel Hill and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Highlights

During the first quarter of 1981, 105 agreements covering 80,236 employees were negotiated in Ontario for bargaining units of 200 or more employees. The volume of bargaining activity was relatively low when compared with the quarterly statistics for the preceding four years. The majority of agreements negotiated were in the non-manufacturing sector, with education, local administration, health, provincial administration and the federal administration accounting for 74 per cent of the agreements and approximately 84 per cent of all employees affected in that sector. While the industrial distribution of negotiated agreements was less concentrated in the manufacturing sector, the dominant industries within this sector were food and beverages, textiles, paper, fabricated metals, transportation equipment, non-metallic minerals and chemicals. These industries accounted for 74 per cent of the agreements negotiated and affected roughly 75 per cent of the workers in that sector.

The average annual base wage increase for all industries combined was 11.3 per cent, up from 9.6 per cent in the previous quarter. Both the manufacturing and non-manufacturing sectors recorded base wage increases which were higher than those of the previous quarter. However, the agreements with COLA clauses in both sectors did not display a similar pattern. Agreements with COLA clauses in the manufacturing sector recorded a base wage increase of 5.5 per cent, up from 4.9 per cent in the fourth quarter of 1980, and non-manufacturing COLA agreements recorded a decline from 9.7 per cent in the preceding quarter to 8.2 per cent in the quarter under study. In general, wage increases for agreements without COLA clauses continue to be higher than for agreements with COLA clauses. For example, agreements without COLA clauses recorded a base wage increase of 12.4 per cent for all industries combined as opposed to 7.1 per cent for those agreements with COLA provisions.

AVERAGE ANNUAL INCREASE

		Quarter 1981		Quarter 980
	Per cent	Cents per hour	Per cent	Cents per hour
All Industries (including construction)	11.3	76.2	9.6	65.6
Manufacturing	9.4	65.2	6.8	45.1
Non-Manufacturing (excluding construction)	11.8	79.2	10.7	72.0
Construction	-	-	9.1	104.8

Of the 105 agreements negotiated in the first quarter of 1981, approximately 21 per cent, as compared to 29.9 per cent in the preceding quarter, contained COLA clauses. This figure represents the lowest

incidence of COLA clauses since the third quarter of 1979 when only 20.8 per cent of the agreements negotiated contained such clauses. The reduction in the incidence of COLA clauses recorded for the quarter under study may at first sight seem somewhat surprising, given present inflationary trends, and hence the need for workers to establish some sort of protective mechanism against eroding wages. However, the incidence of COLA clauses generally exhibits some fluctuation on a quarterly basis, and the first quarter figures may not be indicative of future trends in this regard.

In the first quarter of 1981, the proportion of three-year agreements declined from 22.1 per cent in the previous quarter to 9.5 per cent; one-year agreements also recorded a decline from 25.2 per cent in the previous quarter to 23.8 per cent in the first quarter of 1981. This suggests a heavy concentration of two-year agreements; in fact they increased from 52.7 per cent of all agreements negotiated in the fourth quarter to just over 66 per cent in the quarter under study. Although there was a significant decline in the number of three-year agreements, the incidence of COLA clauses therein increased from 86.2 per cent in the previous quarter to 90 per cent in the first quarter of 1981. This lends support to the hypothesis that the frequency of longer term agreements is generally determined by the inclusion of COLA clauses or other wage-protection mechanisms.

The average annual base wage increase in one-year agreements was 11.3 per cent, in two-year agreements 12.1 per cent and in three-year agreements, 5.2 per cent, the latter displaying a fractional decline from the 5.3 per cent recorded for the fourth quarter of 1980.

Tables 6-12 provide a distribution of base wage rate increases by twelve-month periods. Increases in the first, second and third twelve months of all agreements increased respectively from 10.1, 9.2 and 3.7 per cent to 11.4, 9.4 and 4.5 per cent.

Table 13 reveals that over 68 per cent of the agreements negotiated provided for increases within the 10 to 14.9 per cent range, a significantly higher proportion than the 47.3 per cent recorded for the same range in the preceding quarter. Agreements providing increases within the 5.0 to 9.9 per cent range declined from 34.3 per cent to 14.3 per cent. These figures suggest a trend towards double digit increases which are likely to continue as long as inflation rates remain at relatively high levels.

AVERAGE ANNUAL INCREASES IN HASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE UNTARIO EMPLOYEES, NEGUTIATED IN FIRST QUARTER OF 1981, BY DURATION OF AGREEMENT

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THREE-YEAR AGREEMENTS	10	4,696		5.2	9.4	13°8		7.04	37.7	77.3
TWO-YEAR AGREEMENTS	7.0	33,907		12.1	Ф Л	12.6		83.9	9.99	86.1
ONE-YEAR AGREEMENTS	52	41,633		11.3	7.8	12.2		74.1	69.3	75.3
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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES. NEGOTIATED IN FIRST QUARTER OF 1981.

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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE UNTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

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VE ZIO VII	S	CENTS PER HOUR	86.1	84°5 70°5		1 1	63.2		1 1	0	87.8	•	۱ ۱			. 47	. 4	06.5	s c	·		16.0	63.5)	1		72.0	0	4		9		47.6		89.5	1 0	0	2
IN COLLECTI	EMENT	PER	12.6	12.1		• •	12.0		1 1		13.6	ı			5.	1.7	2.7 1	12.7	2.6	1.2		2.6 1	I O		ı		~ ~	- 1	0.	1 . 1	3°3	, (10.9	1	15.8	1001	7 202	1
RATES IN 200 OR MC INDUSTRY	-YEAR AGRE	EMPLS	29,915	8,216		1 1	938	1	8 8		1,324	8	1 1	•	700	924	450		2,050	630	21,699		1.858				300	ho '	,03	2,390	• 33	1 8	2,980		5,150	701.7	0 7 6	1
SE WAGE OVERING 981, BY	TWO-	AGRTS	59	21	8	1 1	<u>ا</u>	1	1 1	1	ស	1	1 1		m	2	~4	 - (N -			2	۰ ۱	1 1				→ §	-	4	0 0	3 8	. m	8	ហ	1 :	11	1
AUSE COV	S	CENTS PER HOUR	75.3	67.5		1 1		ı		*		35.6	19			•			0.90	8	75.9	9		0	96.8	•	!!	į	1	6.89	c	20.00	9	ŧ	7.	71.6	ם ה	1
ASES G CL RTER	REEMENT	PER	12.2	11.7		1 1		ı	8 8	ł		7.4		10.2		1	ı	1.1	15.7	ı	12.2			8	16.1	ı	! !	1 1	8	9.5		14.81) i	8		12.7	0	•
COST-OF-LIVIN	ONE-YEAR AGREE	EMPLS	32,863	1,993	•	1 1			1 1	1	8	250	283	315) §	1		# E	405	•	30,870	1	1 1	8	9009	•	1 1			2,905	1 040	200	> 1		- 01	24,000	r r	1
ш	ONE-Y	AGRTS	23 3	មា	ı		ŧ	ı	1	•	8 -	, - 1	1 -	•		ŧ		1 -		•		1			_	1	! 1		*	_	1 ~	- -	4 8	*		rů -	•	1
AVERAGE		INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	MANUFACTURING		ACCIDING TEACH CO.	TEXTILES	MITTING MILLS		FURNITURE, FIXTURES	T W W	PRINTING, PUBLISHING	TALEANT STILL O	*ACTINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	CHEMICALS	MISCELLANEGUS MFG	NON-MANUFACTURING (EXCL CONST	MANAGE OF STATE OF ST	SOUTH A FOR GOOD STATE	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	MICLESALE TRADE	TIN DANCE TO THE PROPERTY OF T	REAL ESTATE .	EDUCATION. RELATED SERVICE		MANAGEMENT AFTON A COLOR	PERSONAL SERVICES	MISCELLANEGUS SERVICES	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION		CONSTRUCTION

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLUYEES, NEGOTIATED IN FIRST QUARTER OF 1981.

BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

	ST ICHMONIN PERIODS OF INCREASE AND CORRESON OF BURLEY.	100 5001	INCREMBE A	- X 100 01	204 0 20				
		ONE	ONE-YEAH AGREEMENTS	AGREE	TWO-YEAR AGREEMENTS	AGKEE	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENT	FOUR-YEAR AGREEMENTS
AVERAGE INCREASE	AGREEMENTS	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	105	2	23	11	59	6	e4	1	ī
NUMBER OF EMPLOYEES AFFECTED	80,236	8,770	32,863	3,992	29,915	70767	262	1	0
AVERAGE PER CENT INCREASE IN	4,11	7.8	11.6	1001	13.4	رة 1	16.8	ı	1
SECOND 12 MONTHS OF AGREEMENT	4.0		1	7.0	10.6	5.5	12.2	8	8
THIRD 12 MONTHS OF AGREEMENT	ړ. در	9	•	1	1	4 . 3	12.5	ı	1
FOURTH 12 MONTHS OF AGREEMENT		1	ł	ı	1	ı		1	ŧ
FIFTH 12 MONTHS OF AGREEMENT	ŧ	٠	8		8	ŧ	9	8	8
AVERAGE OVER LIFE OF AGREEMENT	11.3	7.8	12.2	ហ « «០	12.6	9.4	13.8	1	
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	75.7	69.3	72.5	74.5	ທ (ຊີ ທີ່ (ຊີ	39.6	82.0	ı	8
SECOND 12 MONTHS OF AGREEMENT	71.8	8	1	58.7	79.3	36.4	0.07	1	ē
	37.5	1	*	ı	ı	37.3	80.0	8	1
-	1	1	*	1	•	ı	8	1	•
	ı		•	•	ı	8	•	8	1
AVERAGE OVER LIFE OF AGREEMENT	76.2	69.3	75.3	9.99	86.1	37.7	77.3		1

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1981,

	COVERING ZOO ON MORE BY INDUSTRY, DUR	STRY	-	TION OF A	GREEMEN	6 b	AND 12-MON	MONTH P	ERIODS	OF INCE	REAS!	1001					
	AL	ALL AGREE	EMENTS	∢	ONE-YE	NTS	A GR	0-YEAH EEMENTS			THREE-)	YEAR			FOUR-YEAR	NTS	
INDUSTRY	FIRST	SECND 12MOS	THIRD	FOURT F	IRST S 2M05 1	ECND	FIRST	SECND T	HIND F	IRST	SECND 1	THIRD F	FOURT F	IRST	SECND T	HIRD FO	FOURT 12MOS
ALL INDUSTRIES (INCL CONST)	11.4	4.6	4 4 N N	1 6	10.8 10.8	1 1	13.0	10.1	1 1	N N 0 0	44	44	1-1-	1 1	1 1	į I	1 1
MANUFACTURING	10.3	8.1	40	1 1	12.1	1 (12.1	9.9	1 1	5.1	4.4	40	1 1	1 1	, ,	0 8	1 1
TORACCO CONTRACTOR	14.0	11.00		1 1	V	1 1	•		1 1		•	0					ı
AUBBER, PLASTICS	1	1	ŧ	ŧ	ŧ	1	ŀ	1	1	1		*	*	1	8	!	1
LEATHER		•		ı	•			(•				ı	1	1	•	8
TEXTILES	10.6	10.5	0 1		1 1	1 1	11.9	12.2	1 1	7.0	ر د د	۵ ا	1 1	1 1	1 1		1 1
NATIONAL SALES	1 1	l t	1			1	1	ı	1	ı	1	ŧ	•		ı		ı
0003	1	1	1		1	1	1	1	1	1	1	1	ı	1	ı	•	8
FURNITURE, FIXTURES	1	F		•	ı	1	•		ŧ	1	1	ı	ŧ	1	0	ŧ	
PAPER	16.1	11.2	1	1			16.1	11.2		*		8	1	ŝ	8 -	*	8 -
PRINTING, PUBLISHING	10.7			ı	10.7	•	1	1	å				0 1	0 1	1 1	1 1	1
PRIMARY METALS	0 ·	ω r ω π		B - 6	c	1 (12 4						1 8	1 1	1 8	ı ş	
MACHICALED METALS	7 . 7	2 6	10.0	1 1	12.0	1	°	0 !	l B	3 00	0 ° E	2.9	1	1	ı	ı	ŧ
TRANSPORTATION EQUIP	9.6	0.0		1	ì	1	- 0		1	1			•	8		ţ	1
ELECTRICAL PRODUCTS	11.9	9.3			\$	ı	-	- 0	•				ŀ	ı		ţ	9
NON-METALLIC MINERALS	80.0	8	7.2	ı	ı	ı	13.4	11.9	ı	8.4	7.2	7.2	1	1		ŧ	
PETHOLEUM. CIL	13.5	12.0	B			ŧ	٠ س	è.	1	8	1	•	E	1	8	•	
OHEMICALS	12.0	10.1	8	8	15.7	ı	···· (0 1	0	8	1	0	1	1	•	·	9 (
MISCELLANEOUS MFG	7.6	7.8	1	8	1	ı			ŧ	1	ı	!	8	ŧ	ı	•	ŧ
NON-MANUFACTURING (EXCL CONST)		_	12.5	1	10.7	ı	- 0		1	16.8	12.2	12.5	1	8	1	•	1
FORESTRY	15.8			1	ı	ł	S	5.6	1	t	8		ı	8		8	B
MINING, QUARRYING			1			I			ı	1	*	0	0	1	•		9
TRANSPORTATION		4.6	ı	1	1		11.8	4.6	E	1	B	1	8	8	B	ţ	
STORAGE		1	1	1		ı	ŧ		1	E .		9	9 (0 1	• (• (1
COMMUNICATIONS		1 0	8	8	1001	1	c		0		0		1	1	1	ı į)
THECHAICS GASS MAIRK SSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSSS	11.00	200		• •	1		11.2		0 8	! !	1 1	. 1	8			ş	8
DETAIL TOADE	10.00	74.2	1	8		1	• 12.		8	8	9	8		8	8	8	ŧ
	1 1	1	1	8	ı	1) 		1	1	1		ŧ	1			8
INSURANCE, REAL ESTATE	11.5	10.5	12.5	8			0	0	0	16.B	12.2	12,5	•	8	1	Ť	8
EDUCATION. RELATED SERVICES	10.1	11.9	·		9.5	ı	10.7		1	ŧ	1		1	ě	0		8
HEALTH WELFARE SERVICES	15.0	11.8	•	1		ı	N.		0		1	Ņ	8	8			8
RECREATIONAL SERVICES	9.5	1	1	ı		1	!		9	ı		8	1	ı	ı		8
MANAGEMENT SERVICES	14.8	1	1	ı	14.8	ı			ŧ	1	1		ı			•	8
PERSONAL SERVICES	11.6	10.1	•		8	6	11.6	10.1	ŧ	*	8		4	B.		9 1	8 1
MISCELLANEOUS SERVICES		•	8	*		•			ŧ	1	1	1	ı		1	•	0
FEDERAL ADMINISTRATION	10	œ ۳	1	1	00 .	ı	16.0	ص س			9	ij.	8	8		8	8 (
PROVINCIAL ADMINISTRATION .		0 -	1	ı		8			8	\$		0	8 (9 (0 1	ı	
LOCAL ADMINISTRATION		10.4	ı	ı	•	1	14.0	7.01	8	•	1)	1	1		
				1		1					8	0			. 1		ı
CONSTRUCTION)	J	•	1												

TABLE 8

AVERAGE PER CENT INCKEASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTAKIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

89	IY INDU	BY INDUSTRY, DUR	ATI	ON OF A	GREEME	V . LZ	NC 12-R	MONTH PE	EKIOUS	2	NCKEASE						
	AL	ALL AGREEME	EMENTS	∢	ONE - YE	AR	TWO	O-YEAR EEMENTS		⊢ Ø	HREE-Y GHEEME	EAR		L A	FOUR-YEAR AGREEMENTS	AR	
INDUSTRY	FIRST	SECND 12MOS	THIRD 12MOS	FOURT F	IRST S	ECND F	TRST S	ECND T	HIRD F	IRST S ZMOS 1	ECND T	HIRD F	OURT F	IRST S ZMOS 1	ECND T	HIND F	OURT
ALL INDUSTRIES (INCL CONST) ALL INDUSTRIES (EXCL CONST)	7.6	5°0	4 4 0 0 0	1 1	7 - 7 - 8 - 8 - 8	1 1	10.1	7.0	1 1	5.1	44	6.4 6.4	1 1	1 1	1 1	1 1	1 1
MANUFACTURING	0	4.6	4.0	ŧ	10.0	1	6. 7	5.4	1 (5.1	4.4	40	1 1	1 -8	1 1	1 1	1 1
FOOD, BEVERAGES	provide .	10.0	D 1	1 1	1	1 1) 1	1	1 1	•			ı	1	ŧ	1	1
COMPACT NO ANTICON CONTRACTOR		8	i	ı	1	4	ł	ş	1	1	1	1	ı	ı		1	ı
LEATHER			1			ı	1	ı	8	1 1	1 0	1 0	a 1	1 1	1	1 1	
TEXTILES	5.7	ۍ د د	0 1	1 1	1 1	1 1	8 8	1 1	1 1		0		1	1	ŧ	1	ŧ
NATION MICH STATE OF		1 1		1	1	1	1		ŧ	1	1	1		ı	ı	1	ı
	1	1	1	1	E	ı	1	ŧ	f	1	8	1	1	1	ı	1	ı
PURNITURE, FIXTURES	å	I.	1	1	ŧ	1	ı	ı	1		ı	1	1		4 !	3 1	I 1
DAPEX.	1	8	1	ı	ŧ	1	1	ı	1	F	ı	1	1 (1 1	1 1	, ,	1
PRINTING, PUBLISHING	1			1	•	ı	#	ı) 1	1	1 1	1 8	
PRIMARY METALS	0 °E		0	1	-	1	- 0						. 8		8	1	ı
FABRICATED METALS	0 0		40	1 1	0.1	l	7 1	n I	1	2.0	0 ° C	6.2	1	8	ı	1	ı
TOAPORTATION HOLLS	10.2			1	1	B	10.2	4.9	ě				1	ı	t	ı	6
ELECTRICAL PRODUCTS	7.6		1	1	ı			6.4	ŧ				8	1	ı		
NON-METALLIC MINERALS	4.8		7.2	1	•	1	ı	1	1	00	7.2	7.2	1 1	1 1		1 1	
PETROLEUM, OIL			\$	ı	1	•			8	9 (9 1	1	1 0	ı 1			1
OHEMICALS	7.		ı	1	8	8 I	្ ម	r. v.	1	1 3			1	i	8		1
MISCELLANEOUS MFG			a	ŧ	1	1	0)							
NON-MANUFACTURING (EXCL CONST)	8.4	9.7	1	1	7.7	1	11.8	1.6	1	1	1	8	ı	ŧ	ı	1	1
FORESTRY	1		ı	3	8	ı	ı	1	\$	1	1	1	1	9 1	8 (1 1	1 1
MINING, QUARRYING		1 :	1	B .	ı	ı			1 1	g (1 1))	1 1			1
TRANSPORTATION	သိ	ໝູ	1		6 i	0 1	ν i	n 1	1	1 1	1 1		3	ŧ	1	•	1
STORAGE	B (9 1	1		1 1			•	1	1	8		1	1	8	1	1
COMMENDATION OF THE PROPERTY O	2	6				1	12.3	0.6	ı	8	1	1	1	\$	ı	•	9
EFFOR SALE TRADE AND SALES	4		1	1	1	1		1	8	ı	t	1	1	ı	1	1	•
RETAIL TRADE	8	9	1	1	ě	1	•	1	1	i	ı	ı	1	1	1	•	
FINANCE	1	ŀ		1	ı	1	ı	2	ı	ı	ı	ı	ı	ŧ	•	•	1
INSURANCE, REAL ESTATE			8	1	1	•		(ı	ı	ı	8	8 (1 1	1 1		1 1
EDUCATION, RELATED SERVICES	12.7	10.	1	Ł	•	ł	12.7	10.5	1	8	\$ i	1 1	1 1	1		1	1 1
HEALTH, WELFARE SERVICES	•	1	1	B	8	1			6 i	1	1 1	1 1		1	•	1	1
RECHEATIONAL SERVICES		1	1	a (1 1	1 1	1 1		1	•					1		•
MANAGEMENT SERVICES			1) (1	1 1		ı ı		1	1	1	1	1		f	\$
PERSONAL SERVICES		1 1	1 1	3 8		1		1	1	1	•	1	1	1	1	0	ı
PROCELLANEGUS SERVICES	7.7				7.7	8		8	1	ı	8		8	1	1	1	0
DDOCTACL ADMINISTRATION .	-			9			1	1	1	1	1		8	ı	•	ı	1
LOCAL ADMINISTRATION			1	1	1	1	1	1	1	1	1	ı	1	8	ı	ę	1
													(-		•	1

CONSTRUCTION

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1981,

BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

					ONE-YEAR	AR	OML	TWO-YEAR	3	± :	THREE-YEAR	A A		<u> </u>	FOUR-YEAR		
	AL	ALL AGREE	EMENTS		AGREEME	NTS	AGRE	EMENTS		A	AGREEME	SIN		Q.	AGREEMENT	S	
INDUSTRY	FIRST	SECND 12MOS	THIRD	FOURT	FIRST S 12MOS 1	ECND F	IRST S ZMOS 1	ECND T	HIRD FI	IRST SE ZMOS 12	ECND TI	HIRD F	OURT F	ZMOS 1	SMOS 1	HIRD F	OURT ZMOS
ALL INDUSTRIES (INCL CONST)	12.5	10.5	6.1	1.1	11.6	1 1	13.4	10.6	1 1	6.8 1	2.2	12.5	1 1	1 1	1 1	1.1	1 1
					(r	,-	•		1	1	1	8		8	
MANUFACTURING	12.9	10.0	8 1	a 1	100	1	12.7	12.3	8	9	•	*	1		3		
FOOD, BEVERAGES	16.4	15.3	•		,		J	j				8	•			ş	8
TOBACCO	8	1	ı	•)		1 !	. 1		1	1	1	8		ı	!	
RUBBER, PLASTICS	1	ŀ	ı	8	6	•))	1 1		- (•		0	1	8	8
LEATHER	3	8	ş.	9	1	•	1 ((•	ı			1	1	1	į	8
TEXTILES	11.9	12.2	1	1	8	6	11.9	12.2	8	1	8	•	1)	1 4		1
	8	1	1	*	1		1		ı	8	1		1)	1	1 1
CLOTHING ASSESSED	8		•	1	1	6	ı	1		8	ı	8	ı	t ·	1		1
0000	3	*	1	•	1	*		ı	ı	8		ı	ı	•			1 (
FIRMITURE FIXTURES	1	•	8	8			•			,			6	1	8	•	
	16.1	11.2		8	8	ı	16.1	11.2	8	*	8	8	8	8	8	¥.	8
SNIHSI ISING SNIHNING	10.7		1	9	10.7		•		\$	ı	1		•	1	9	•	8
DOTAM PATA A PAT	1	1		8		1	1	1	1			•	8	9	1	8	\$
PADDICATED METALS	10.5	6	•		10.5	1	0	1	8	8	•	1	8	8	1	ţ	9
このできる。 のはないは、 これにはないない。 これにはないない。 これにはないない。 これにはないない。	15.0		8		2	1	1	1	ı	1	8	1	•		•	ş	8
MACHINEN CONCORDED CONCORD	20			1	•	ŧ	9.1	7.5		8			9	8	9	8	8
TANNACKIALION FEDIT	100		1	1	•	8		0	8	9	9	9	1	8	8	ě	8
ELECIMICAL PRODUCIS	200	100	1 - 1			8	, ~		1	ŧ	ş		1	8	9	ė	ı
NON-METALLIC MINERALS	71				1	•	, (9	9	9	8	3	1	•	8
PETROLEUM, OIL	7.00		8	1		1 1) רי	, ,	8	į	8		8	1	8	ş	•
OHEMICALS	100	70.0	1		。 أ		200	10.4	8	8	ł	2	1	1	8	ţ	1
MISCELLANEOUS MFG	16.0	• • • •	•		}	ŀ	J	•									
(TONOD TOXE) ONLONG CASHINAM - NOW	12.4	10.	12.5	1	11.5	1			8	16.8	12.2	12.5		6	1	!	9
CONTRACT ACTOR ENGLESCE CONTRACT	10.0	4) 	8	•	1	15.8	0.0			1	1	8	8	1	į	1
		•		0	•	8			1	8	1	1	1	1		1	•
TALINESS CLARKY LPG	12 4	Ø	1	8	8	ı	12.4	9.6	8	0	ş		ŧ	9	1	•	1
**************************************	1 1	•			1	8	•		8	1		1	8	ı	1		8
	16.1			1	16.1	•	1	1	ı	•			2	1	8	0	
TOTAL CAR LATER TO THE PARTY OF		8		8			8	1	ı		1		1	•	8	ţ	8
MEDITAL TO A STATE OF THE STATE			8		•	8		11.0		1	6	1	1	1		ş	ş
DETAIL TOWNER OF THE PERSON OF	15.2	14.3	*	9	1	•	15.2	14.3	8		*	Ņ	9	ŧ	8	Ŗ	ı
					1	0	8	ı		1	1			B	ı	ţ	0
SECTION CONTRACTOR CON	111	10	12.5		*	1	10.0	10.0	8	16.8	12.2	12,5	*	3	8	ģ	*
			i	8	6,0	ı		N	ı	8	8	9	8	8	8	ļ	8
TO SERVICE				8		•)	-	ě	į	8	ņ	8	8	8	Ē	6
•	0.01	7.7	ì	1		8)	0	ı	8	ı	8	E	3	8		8
RECREATIONAL SERVICES)	1 -		• •		1		•	ı	8		8	1	į	
MANAGEMENT SERVICES	140		1	•	0	l	,		(1		9	8		1	ļ	1
	11.6	1001	8	9	•	â	1100	•		1	1		8		•	8	0
MISCELLANEOUS SERVICES			B	â		1))	ı		1	1		,	ı
FEDERAL ADMINISTRATION	14	8.3	ı	8	6	8	16.0	υ°ς	8	8	9	ļ	3	}	ł I		6
	11	-	ı	8	11.8				B	B		•	•	•		!	1 (
LOCAL ADMINISTRATION	13.7	10.4	8		1.	0	14.0	10.4	1	!		ļ	8	•	•)
													1		. (
CONSTRUCTION	•		!	8		1	1	1		ı	•	ı	8	1	1	ı	1

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BAHGAINING AGREEMENTS

	⋖	ALL AGREI	EMENTS		UNE-YEA AGREEMEN	AR	AGRE	0-YEAR EEMENTS		- A	HREEF	YEAR			FOUR-Y	EAR	
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CONSTRUCTION

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1981.

BY INDUSTRY, DURATION OF AGREEMENT, AND IZ-MONTH PERIODS OF INCREASE

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MANUFACTURING	101.0	36.7	37.3	1 1	46.7	1 1	0.09	.37.2	1 1	39.6	36.4	37.3	1 1	1 1	1 1	!!	1 1
TOBACCO	1			ŧ	1		*	8	*	•	1	ŧ	1	ı	1		•
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MACHINERY	23.0		24.0		1				8	23.0	24.0		i	ı	8	9	1
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TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE HATES IN COLLECTIVE BARGAINING AGREEPENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARIER OF 1941,

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CONSTRUCTION

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1981

Prepared by
Research Branch
Ontario Ministry of Labour
October 1981

Hon Robert Elgie, M.D. Minister

T.E. Armstrong, Q.C. Deputy Minister

Pableations



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1981. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows:

One-year : less than 18 months

Two-year : 18-29 months
Three-year : 30-41 months
Four-year : 42-53 months

The data in this report were prepared for computer processing by Carmel Hill and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Toronto October 20, 1981



Highlights

During the second quarter of 1981, 242 agreements covering 184,971 employees were negotiated in Ontario for bargaining units of 200 or more employees. This is consistent with the heavy concentration of bargaining in the second quarter of each year as revealed by the quarterly statistics for the past four years. On a sectoral basis, bargaining activity was concentrated in non-manufacturing with education, health and the three levels of government administration (i.e. federal, provincial and local) accounting for 89 per cent of the agreements signed and 93 per cent of the employees affected. In the manufacturing sector, the major industries involved in bargaining were food and beverages, fabricated metals, electrical products and non-metallic minerals. Of the 69 manufacturing agreements ratified in this quarter, the industries mentioned above accounted for roughly 50 per cent and involved the same percentage of employees.

The average annual base wage increase for all sectors combined (including construction) was 12.2 per cent, up from 11.3 per cent in the first quarter. Agreements with and without cost-of-living clauses (COLA) both displayed a similar pattern of increase over the preceding period rising respectively from 7.1 and 12.4 per cent in the first quarter of 1981 to 8.9 and 12.8 per cent in the quarter under study.

AVERAGE ANNUAL INCREASE

		d Quarter 1981		Quarter 981
	Per cent	Cents per hour	Per cent	Cents per hour
All Industries (including construction)	12.2	91.0	11.3	76.2
Manufacturing	10.2	75.0	9.4	65.2
Non-Manufacturing (excluding construction)	12.6	93.4	11.8	79.2
Construction	13.3	129.4	-	-

Agreements without COLA clauses continue to have larger increases than those with COLA clauses, the margin of difference being higher in the manufacturing sector than in non-manufacturing. This trend should be expected to continue as long as the frequency of COLA clauses maintains its traditionally high level in the manufacturing sector. For example, approximately 48 per cent (33 of 69) of the agreements in that sector contained COLA clauses and the average annual increase in base wage rates was 8.0 per cent as compared to an increase of 12.2 per cent for those agreements without COLA clauses in the manufacturing sector. The use of the COLA clause as a wage protection device is still limited in the non-manufacturing sector. Of the 166 agreements signed, only 16 (roughly 9 per cent) contained COLA clauses, 10 of which were in the education sector.

The incidence of one-year agreements has shown a dramatic increase rising from 23.8 per cent in the previous quarter to 33.9 per cent in the present quarter. While it is too early to suggest the possibility of a return to one-year agreements that were predominant in the anti-inflation controls period, the recent shift towards shorter term agreements is also reflected in a reduction in three-year agreements. Although the percentage of three-year agreements increased from 9.5 per cent in the first quarter of 1981 to 11.6 per cent in the quarter under study, just over 16 per cent of all the agreements negotiated in 1980 were for a three-year period. Future movements in inflation rates, interest rates, the inclusion and/or exclusion of COLA clauses in collective agreements and the general economic climate will take on added significance in determining the periodicity of contract renewals.

The average annual base wage increase in one-year agreements was 13.8 per cent, in two-year agreements 11.4 per cent and in three-year agreements 8.4 per cent. Both one-year and three-year agreements recorded respective increases of 2.5 and 3.2 percentage points over the first quarter while two-year agreements showed a marginal decline in the second quarter.

Tables 6-12 provide a distribution of base wage rate increases by twelve-month periods. Increases in the first and third twelve months increased respectively from 11.4 and 4.5 per cent in the previous quarter to 12.8 and 6.5 per cent. Second year increases at 8.8 per cent were lower than in the first quarter (9.4 per cent).

Table 13 reveals that over 64 per cent of the agreements negotiated provided for increases within the 10 to 14.9 percentage range, a slightly lower proportion than the 68 per cent recorded for the previous quarter. More interestingly, of the 242 agreements signed in this quarter, 19 had increases in the 25 to 29.9 percentage range, an occurrence which last took place in 1976. While the predominance of double digit increases is hardly questionable at this time, the possibility of this development being the harbinger of a wage explosion is disconcerting.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1941, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ACREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	242	82	132	28	8	â
NUMBER OF EMPLOYEES AFFECTED	184,971	84,829	84,031	16,111	1	ı
AVERAGE PER CENT INCREASE FOR						
ALL AGKEEMENTS	12.2	13.8	11.4	4.8	ı	ŝ
AGREEMENTS WITH COL CLAUSE	6.8	4.6	10.0	7 - 1	•	ŧ
AGREEMENTS WITHOUT COL CLAUSE	12.8	14.1	11.6	10.0	9	•
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGKEEMENTS	91.0	7.46	53.7	57.7	8	t
AGREEMENTS WITH COL CLAUSE	6.08	5.86	87.3	61.2	ı	8
AGREEMENTS WITHOUT COL CLAUSE	92.7	4.46	94.8	53.6	ı	1

2,400 13,3 129,4

2,400 13.3 129.4

CONSTRUCTION

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING

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AGREEMENT	EMPLS	158,556	14,607	48		→ (v	n a	0	00) O	56	4	007	ហ	00	49			141,549	-	300		1,140		1.087	3	ě	S	3,65	635	D G	9 70	27,277	1014	2,99
Ü	AGRTS	193	36	_	8 1)	m) p-m)	2	, ·	~ ~) (**))	1 -	→ 1	ın	יט	-	N 1		150	-	• ~	1	m	1 -	→ (1)	J 8		41	54	Ν,	⊸ U	n i	15		19
H AUSE	CENTS PER HOUR	90.9	61.9	•	33°3	1 1		1		55.0) 8	6	6	51°1	9	4		67.2	•	102.4	а С	•	ı	ı	1) (1	106.0	1	ŧ	8	1 1	ŧ		90.5
NTS WIT	PER	88	8.0	4	4.1	1 1	1	ŧ		6°3	1 1		رى •	0 0	0 6			3°00 7°00		10.0		J *	1	1		8 1	1 1	9	10.0		1		8 8	1		11.6
AGREEME ST-OF-LI	EMPLS	26,415	14,055	1	548	1 1		1		630	1 1	\$62	31	,23	, ,	1 9		225)	12,360	0) }	ı	ı	ı	9 () 1	ı	10,343		ı	ı	1 1	1		712
00	AGRTS	004	33	1	~	1 (I	ı	_	1 1	4	7	m -	م (م	9	1	<i>→ へ</i>		91	! ^	า ∦	•	•	ı) (1 1	10	ŧ	ı	8	1 1		ŧ	C
	CENTS PER HOUR	91.0	75.0	•ີ່ຄ ເກດ	· ·	in v	0 0	•	0	ម មិន	0 0	00	0.1	- 1	- 0	. 0	7	25		93.4	P	101		57.4		0.641	o	1 1	-	.66	135.1	15.	•	9	88.2	. 9
EEMENTS	PER	12.2	10.2	; N	4 .	.		. 0	•	o 1	200		m		B 1		2.	11.5		12.6		11.0	4	10.3		14.	-	1 0	0	. 9	15.4	o c		-	. 4	12.1
ALL AGR	EMPLS	184,971	28,662	0 4	4.	-40	7 0	10	00	83	2 6	9 1 8	,31	Or r	77	28	64	1,625	7	153,909	Ĺ	0006)	1,140	(30	(C)	1 1	4,59	50	63	200	10	7,2	1,14	0
	AGRTS	242	69		44	С,		4 C	-	2	با رب	าเภ	7	4 -	⊸ a	0 0	prof	س ۷	J	166	1 -	t -	- 8	C	1 -	⊸ (7	1 1	51	54	N	~ → (<u>س</u> ا	15	ស	22
	INDUSTRY	ALL INDUSTRIES (INCL CONST) ALL INDUSTRIES (EXCL CONST)	ACTURING	DD BEVERAGES	BHER, PLASTICS	ATHER	XIII ES cococococococococococococococococococo	TING BILLING CO.		RNITURE, FIXTURES		INDEX METALS	BRICATED METALS	CHINERY	ANUTOKIA LION FEOLIT	NEW TALL TROUDELS	TROLEUM, OIL	CHEMICALS		-MANUFACTURING (EXCL CONST	RESTRY	INING CLARKTING	SOUTH A TOTAL OF SOUTH AND THE	DEMINITIONS	ECTRIC, GAS, WATER	OLESALE TRADE	TAIL TRADE		DUCATION. RELATED SERVICE	ALTH, WELFARE SERVICES .	CHEATIONAL SERVICES	MAGEMENT SERVICES	EXCONAL SERVICES	FEDERAL ADMINISTRATION	POVINCIAL ADMINISTRATION	CAL ADMINISTRATION

AVERAGE ANNUAL INCREASES IN BASE WAGE MATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

																			J																									
15	CENTS PER HOUR	1 1	8	1	9	8	ı		8	1	E		8	8	8			8	1		8	8	6		8	8	8	8	8	B 1	8	8	8	ı	8	8	8	ŧ	8	9	1	8		8
AGREEMENT	PER	1 1	į	9		*	8	8	1	8	1	•		8	9	١	8	8		ş			*		1	8	ļ	ı	9	0 1	9		8	i	*		8	8	8	į	1	9	ŧ	8
OUR-YEAR AG	EMPLS	1 1	*	1	1	1	1	1	ı	,	8	i	i	1	1	1	1	1	•			1	1		8	ŧ	í	1	6	8			•	ł	8	ı		ě	1	9	8	1	B	3
FOUR-	AGRTS		1	1	1	1	8	1	1		3	9	1	â	1	1	1				8	8	1		9		1	1	8		1		8	8	1		ı		8		1	8	1	1
STN	CENTS PER HOUR	57.7 57.7	Œ	100.8		33,3	,	8	8	8	1		-	85.	36.6	0	9		,	74.7		7	30.0	3	42.1		109.7	8	8	ŧ	1 8	0.84			1	8	8	8	30.2		ı	8	1	8
AGREEMENT	PER	90 80		11.8	•	4.1	1	1	•	1	8	,	4		4.1	2				0 00			3 %		9.1		12.7	1	9	ŧ	1	10.2	1	8	1	B	8		8,3		1		ı	1
-YEAR	EMPLS	16,111	0	700	•	549		,	•	8	1	8	-	27	215	00	24		0.90	2.737		0	250)	61449		808	ŧ	•	1	1	700		1	1	•	ı	ı	4.614		•		1	1
THREE	AGRTS	28	2		1 8	_	ŧ	8	2	8	1	8	2	-		ហ	~	2	-	4 ₪	9	-	44	4	7		2	1	•		1	,			1	1			4	1	ı	8	1	I
1.5	CENTS PER HOUR	93.7 92.7	- 60	16	000		5	9	40.0	-	0	1	۰ م ۱۳۱		7	4	4	7		7.06	07.	- 0	62.	l	0.96		62.1	ហ	r	5/04	٤ 7	0 0 0 0)	ı	00	82.2		N.	47.0		4		88.7	129.4
AGREEMENT	PERCENT	11.4	-	10	12.9	ľ	- 4		0	0		0			S	0	9 0	α) 	110		, . , .		0 -4	11,3	•	9			10.3	7 7	- 10	1	1	- 0	13.2) I		9.7) (Y)	10.5	13.3
WO-YEAR AG	EMPLS	84,031	.65	7.19)	_	6 (m)	225	0	28	(T)			party	34	3	,	1 11	786	0	` c	32	1	65,978		715		,	1 + 1 4 0	×	387		8	5.38	13,729		C	368		,22	3.85	4,316	2,400
-OMI	AGHTS	132	7		·	1	۳.) -	•	٠ ~	-	، رر	J	. 1	3	_	2	-	4 1	o m) -	٠ ١	J	4	94	1	2	~	1	T	۱ -	٠.	. 8	ı		(E)		_					12	7
	CENTS PER HOUR	94.7	77.8		•	8	•	1	8	8		8			123.0	30.	31.6		0	000	•		4		95°3	ı	8	8	!	P	1	1	8	1						8	4	77.	86.0	1
AGREEMENTS	PERCENT	13.8 13.8	200	•	9		9			•		9	8	2	12.9	S	9 4)	0	13,3)		1		13.9	1	1	\$		1	1	1	8		6		. v				2.6	2 4	12.6	1
ONE-YEAR AG	EMPLS	84,829	70217	7	8	ı	1	1	!	ł	1		1	1,325		00	600)		725	Į.) 1	1		81,512	ł	1	ı	ı	1	P 1		ı	2	- 6	0	h) 1	1	1		16	12,393	8
ONE	AGRTS	828	7	- (1	1			•	1	1	1	1	2		-			-	}	1) (1 8		75		å		1		6 1	. 8	1		7°E	7 (2 <	7 8	9	ě	2	1 4	10	
	INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).			• • • • • • • • • • • • • • • • • • • •	N I	STATE OF THE STATE						١ .	16				a		• •			MISCELLANFOLS MFG		MANUFA	RESTRY	NING. QUARRYING	ANSPORTATION	OKAGE	EMUNICATIONS	ECHAICO GASO WALER	TAIL TOADE		SURANCE KEAL FAIR OF	HOATTON, BELATED SERVE	ALTE BEFFADE ARRAICEA	CREATIONAL SERVICES	NAGEMENT OFFICE	RSONAL SERVICES	SCEL ANEOUS SERVICES	DERAL ADMINISTRATION	OCTACL ADMINISTRACION	→ a	CONSTRUCTION

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

												1				٥
	ONE	ONE-YEAR AGREEMENTS	REEMEN	rs.	TWO-	WO-YEAR AGI	AGREEMENTS	S	THREE	-YEAR A	AGREEMENT	5	FOUR-YEAR		AGREEMENIS	2
INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	CER	CENTS PER HOUR	AGRTS	EMPLS	PERCENT	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	60	5,140	4.6	98.5	23	12,558	10.0	87.3	20	8,717	7.1	61.2		1 1	1 1	1 1
SWIGHT STATE	~	880	4 • 0	31.1	13	5,263	10.9	75.6	18	7,912	6.5	56	ŧ	1	1	
OD BEVERAGES	3 6			8	2	, 11		7 .	2	0		0	1	8 1	9 1	8 (
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w	8	ı	1	1	8	1		1	• 1		•)	1	1	*	1
	1 1	9 8	1 1	1 1	1	1 1	ŀ		1	1	1	•	1		1	8
•	1	1	9	1	8	•	ı	ı		ŧ	1		ě	ı	*	8
		8	1	1	1	8	1	1	8	•	8	ı	i	•	*	8
	8	1	8	8	8	1	•	8	1	•	8	ŧ	ı	ā	5	8
		1	•	1		630	6.9	55.0	1	1	8	8	1	8	•	8
	1	1	1	8	ı	8	1	1	8	8	ŧ	8 !	9 -	1 1	1 !	9 1
SHING .	8	1		0	8 1		. (F	1 -	9 14		4	į	1	9	
PRIMARY METALS	1	1	,	-	m .	—	N C	- 6	⊸ 1	V		0 0			. 0	\$
FABRICATED METALS	,	280	o r	30.0		243	0 0	1 to	n	0001	10.0	0 4	1 1	1	1	
MACHINERY	~-1	000		•	r-) -	• α	, ,	4 3	1)	1	ŧ		1	8
EQUIP	1 1	. 1			→ ~	4 (V	0		7	1,600		54.3	8			1
NON-KETAL TO MINERALS	ı	1	1	1	-	N	11.7	77.5	ι.	,73	ຜູ້	. 4	6	I	8	1
OF FUNCTION OF THE PROPERTY OF		•	1	į		1	ı	ł	8	(-		ı	8	ě	*
AICALS	١			ı				# 1	p\$ 1	225	100 E	27.0	8	0 1	! !	9 8
•	ŧ	8	1	•	7	320	11.0	62.0		S		0	ğ	•		1
NON-MANUFACTURING (EXCL CONST	4	4,260	10.5	112.4	10	7,295	4.6	95.8	2	805	12,7	109.7	1	i	8	1
ESTRY	1	1		1	8				8 ((0	8	6	• 1	• 1
	9		8		-	200	3.6	33.6	~	802	12.1	1.601	9 1	1 #	9 8	0 4
•			1	\$ - I	8 1	8 1		1 1		1	i I		8		9	
•	•	1	1			1	•	1			1	1			1	
				ı	ŧ	0	9	•	1		1	1	1	0	•	1
ETOLESALE TRADE		1	8	1		8	E		*	•		8	•	8		8
	8	8		•		8	•	8	ı	•	1	1	8	8 (0 1	9 1
	8		8	1	8		1	1		8 1	1 1	1			8	8
STATE		0		0	8 4	(10,1	1 (. 8	8		1	•	8
ED SERVIC	4	4,260	10.5	116.4	0 1	70060	D i	• 1 0	1 1	1 8	9	B		8	*	
SERVICES VICES	1 1	1	1 8	1 \$			8	8	8	*	8		•		8	
VICES			3	8	å	1	1	1		1	8	1	*	9	•	•
		ı	1	1	*	1	8	1	8				1		8	*
MISCELL ANGOLS SERVICES	1		•	i	1		1	8	ı			1	8	8		1
RATION		1	8		1	1	i		3	*	•	8	8		1	1 1
ISTRATION		B	1	1	2 (8 0	,		1	8	9	1 (8 (1 1	•
LOCAL ADMINISTRATION	1	1	1	8	m	712	11.6	90.5	1	1	1	•				
		1	1 20 60					1	1		-	-	•	0	•)	•

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

	ONE	-YEAR AG	AGREEMENT	TS	TWO-	-YEAR AG	REEMENTS	TS	THREE	-YEAR	AGREEMENT	NTS	FOUR-YEA	OC.	AGREEMENTS	S
INDUSTRY	AGRTS	EMPLS	PERCENT	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	76	79,689	14.1	94.46	109	71,473	11.6	94.8	യയ	7,394	10.0	53,6	1 1	1 1	1 1	1 1
	5	2,437	12.4	7.46	28	,39		0	e	1.780	14.3	120.7	ı	8	•	å
	ŧ			•		2,08	13.0	0.06	8		1		,	8	8	
	8		1	1		48	2	8	8	1		8	ŧ		9	8
	1	1	8	1	ě	1	9	8		1	1	ı	8	8	8	8
		i	ı		C	\rightarrow		S.			1		1	a	1	1
	*	ì	1	ı	~	3		9	ı	•	ı	1	9	8		8
	1	ı	1	8	prod	225	0.6	0004	1	8	1	1	ı	8	8	1
	1	1	1	1	2	0	0	-		ţ	8	ı		ŝ	8	8
	1	1	4	8		200	0	0		ļ	1	1	1		9	8
.s		ŀ	1		-	0	-	ហ		1	8	0			8	8
	1	8	ı	1	,(N	-	6	2	$\overline{}$	4	7	å	ł	8	8
NG	2	N	2	91.		1			p-m()		12.2	85	8	8		8
•		56	12.9			•	*	8					ı	8	8	1
•		ı	ŧ		1		P	B	ņ	i			8	9	*	2
	1	1	1	1	-	260	11.4	89.0	1	ı		á	1	•		8
IIP	1	1	ŧ	6	ı	ı			8	•	1	1	8			8
5	_	N	0	0	7	N	2	ហ		ı	8	1	ı	ì	1	8
ALS	,4	327	13,3	0.06	2		10.8	7.56		1		1		1		8
	1	1	1	1	~	0	2	07.	8	ı	ı	1	1	8	8	8
	8	ı	9	1	2		2	2	1		ł	1	1	8	ŧ	8
•	ı	1	1	1	ı				•		i		1		1	1
	7.1	77,252	14.1	7.76	74	58,683	11.5	0.96	S	5.614	80	32.4		ı	1	
RESTRY	1	1	1	1	ı	ı			1	1	ŧ				*	8
NG	t	1	1		~	215	2	128.5	ı	ı	1		4		9	8
ANSPORTATION	1	8	1	ě	_	0	1.0	950	1	1	1	8	ŧ	8	8	8
OKAGE	8	ı	8	8	1					ŧ		8	8		8	8
WEEN ICALIONS		ł	ð	0	m	1,140	10.3	57.4	8	ı	8	8	ı	8	8	
ECIRICO GASO WATER	1	ı	ı	ı	1 -		1 1		1		1		1	8	8	8
ULESALE IMADE	ı	ı	1	ı		360		143.0	ı				ı	ı		8
TAIL TRADE		ı		ı	→	30	2.5	00	~	700	10.2	48.0	ı	2	8	8
APACH CONTRACTOR	8	ı		\$	B	ŀ	ı	8	8	ı	ı	B		ı	0	8
SUMANCE, MEAL ESTATE	ı				ı				t	ł	8	ı	ı	ı	ŧ	8
UCATION, RELATED SERVIC	30	24,951	1.	02.	11	9,305	10.0	96.3	1	1	ı		8	8	ě	6
ALTH, WELFARE SERVICE	23	.92	21.8	124.0	31	,72		° N	1	1	1	1	1	8	1	8
CREATIONAL SERVICE	2	635	S	35°	1				1	F	1	ı	8	8	9	ł
NAGEMENT SERVICES	1		ı	ı	_	200	prof	115.0	ı	1	1	1		8	8	8
RSONAL SERVICES	1	ł		ı	~	9	. 0	7 .	4	4,914	8,3	30.2		ı	1	í
SCELLANEOUS SERVICES	ı		1	ł	ı	1	1		1	ł			1		8	
DERAL ADMINISTRATION	2	905	2.6	. 4	13	,22	prof	3	ı	1	В	1	1	9	Ņ	В
OVINCIAL AUMINISTRATION	4	7,29	9	77.		3,850	4	161.8		ı		1	1	8	8	1
CAL ADMINISTRATION	10	,39	è	9	6	960	0.2	00 20	1		1		1	1		1
CONSTRUCTION	1	i	1	ı	7	2,400	13,3	129.4		1	1	1	1	1	6	1

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE UNTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981.
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

		ONE	ONE-YEAR AGREEMENTS	AGREE	TWO-YEAR AGREEMENTS	AGREE	THREE-YEAR AGREEMENTS	FOUR	FJUR-YEAR AGREEMENTS
AVERAGE INCHEASE	AGREEMENTS	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	wITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	242	9	76	23	109	20	6 0	1	ł
NUMBER OF EMPLOYEES AFFECTED	184,971	5,140	79,689	12,558	71,473	8,717	7,394	1	ı
FIRST 12 MONTHS OF AGREEMENT	12.8	9°3	14.4	10.9	11.8	6° 6	14.3	8	ÿ
SECOND 12 MONTHS OF AGREEMENT	8 8		ı	8.5	10.0	6 .3	6°2	á	1
	6.5		1	3	6	w w	7.5	8	1
FOURTH 12 MONTHS OF AGREEMENT	ı	1	2	ł		8	•	ŧ	•
FIFTH 12 MONTHS OF AGREEMENT	ı	8	ľ	ı	8	•	1	ŧ	ı
AVERAGE OVER LIFE OF AGREEMENT	12.2	4.0	14.1	10.0	11.6	7.1	10.0	å	ŧ
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	91.5	3886	95.6	88.7	91.3	72.6	70.9	ı	8
SECOND 12 MONTHS OF AGREEMENT	74.5	•	1	86.1	85.3	55.5	. 42.7	1	ij
THIRD 12 MONTHS OF AGREEMENT	6°67	1	1	ı	ŧ	55.7	44.5	*	\$
	ŧ	1	ı	1	ı	ı	•	1	1
	ı	•	Þ	1	ŧ	•	8		ŀ
AVERAGE OVER LIFE OF AGREEMENT	91.0	98.5	7.76	87.3	6.46	61.2	53.6	8	1

- 9 -

RT

FOUR-YEAR

THREE-YEAR

TWO-YEAR

ONE-YEAR

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND GUAHTER OF 1981. BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

	FOUR 12MO																																							
MENTS	THIRD 12MOS	1 1	8 8		8	1	1	1 1		1	8	1	0 -		8	1		!	8	ł	1	1	3	*	1	9 1	1 1	ě	1		*	9 1	1 1	1	1 1	1	•	ļ	1	
AGREE	SECND 12MOS	1 1	1 1		1	ł	•	1 1	1		8	i	1	8 8	8	8	8	1	3	1	•	1	1	ı	ı	8 1	1 1	1	ŧ	1	ı	8 ()	1	1 1	1	1	ı	9	
	FIRST	1 1	1 1	ı	ı	P	1	1 1				1		1			ı	f	1	1	8	9		1	1	1	1 1		1	ł	ł	9 () 1) (1	î	1	8	1	
	FOURT	1 1	1 1	ı	ł	ł		8 8		8	1	1	8	1 1		ı	1		f	1	9	1	ı	ł	P	1	1 8	1	t	1	2	B () (3 1	1	1	1	l	1	
ENTS	THIRD 12MOS	6.6	6.5 R	•	2.3	1	8	1 1	1 1	1		-	~ ·				7.9			3.2	6.7		7.7		1	1	1 1	3.7	1	1		1	1		0 1	1		1	ı	
AGHEEN	SECND 12MOS	7.0	6.5	4	3.6	1	ŀ	1 1		3	6		m .		•		8 1			3.5	7.8	•	10.7	1	*	ŀ	8 1	10.3	•	1	3	ı	ŧ		0	1	1	1	ı	
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TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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CONSTRUCTION 121.1 133.9

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

TABLE 10

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AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

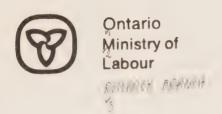
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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO, THIRD QUARTER 1981



Prepared by
Research Branch
Ontario Ministry of Labour
February 1982



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1981. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows:

One-year : less than 18 months

Two-year: 18-29 months
Three-year: 30-41 months
Four-year: 42-53 months

The data in this report were prepared for computer processing by Carmel Hill and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6886).



Highlights

During the third quarter of 1981, 99 agreements covering 95,873 workers were negotiated in Ontario for bargaining units of 200 or more employees. This represents just about half of the level of bargaining activity recorded for the previous quarter. In fact, the number of agreements ratified in the current quarter was the lowest for any quarter since 1975 when 78 agreements were signed in the first quarter of that year. Of the 63 agreements concluded in the third quarter of 1981 in the non-manufacturing sector, the predominant industries were education, local administration, transportation and federal administration together accounting for 78 per cent of the agreements signed and roughly 86 per cent of the employees affected. Although the industrial distribution of agreements in the manufacturing sector was less concentrated than in non-manufacturing, fabricated metals, transportation equipment and primary metals collectively accounted for 47 per cent of the agreements signed and covered 77 per cent of the employees in that sector.

The average annual base wage increase for all agreements declined from 12.2 per cent in the second quarter to 10.8 per cent in the third quarter of 1981. This reduction was reflected in the figures for both the manufacturing and non-manufacturing sectors (respectively down from 10.2 and 12.6 per cent to 7.8 and 11.8 per cent). There were no major construction agreements concluded in the third quarter.

		AVERAGE ANN Quarter 1981	Second	Quarter 1981
	Per Cent	Cents per hour	Per Cent	Cents per hour
All Industries (including construction)	10.8	89.2	12.2	91.0
Manufacturing	7.8	66.9	10.2	75.0
Non-Manufacturing (excluding construction)	11.8	97.0	12.6	93.4
Construction	-		13.3	129.4

The average annual base wage increase recorded in the third quarter of 1981 may seem surprising, particularly since the decline from the previous quarter was so large (1.4 percentage points). However, it would certainly be premature at this stage to suggest that the more or less consistent upward trend experienced in the last two or three years has been arrested. The 1981 third quarter figure was strongly influenced by the unusually large number of employees covered by agreements which included a cost-of-living (COLA) clause. Since the wage increases recorded for "agreements with COLA" are generally lower than for "agreements without COLA", the high incidence of COLA clauses in the third quarter resulted in a downward bias in the over-

all base wage increase for all agreements combined. Large quarterly shifts in the incidence of COLA clauses and the sometimes widely differing quality of the clauses negotiated together make the "all agreements" base wage increase a potentially unreliable indicator of the current trend in collectively bargained wage increases. Instead, a more stable and probably more accurate indicator is provided by the "agreements without COLA" data; interestingly, in the third quarter of 1981 this figure rose again for the ninth time in the past eleven quarters.

As mentioned, the incidence of COLA clauses was particularly high in the third quarter. Of the 99 major agreements concluded, 39 (or 39.4 per cent) had some form of COLA clause, the highest such proportion in any quarter for almost six years. The five largest COLA contracts alone covered more than 30,000 workers, and in total more than one-half of the almost 96,000 employees covered by major third quarter agreements had some form of COLA provision.

The high incidence of COLA clauses also affected the distribution of agreements by duration, since the majority of the COLA clauses appeared in three-year contracts. As a result, the proportion of three-year agreements more than doubled, rising from 11.6 per cent in the second quarter to 24.2 per cent in the third. The combination of relatively long contract duration and a COLA clause is of course a familiar one; the high incidence of this type of agreement in the third quarter appears to be fortuitous and not the start of a new trend. On the contrary, there is some evidence of a slight move towards shorter-term agreements. For example, in each of the last two quarters, more than one-third of the contracts have been of one-year duration (the last occasion that this happened in two consecutive quarters was in the first half of 1978).

The average annual base wage increase in one-year agreements was 13.2 per cent, in two-year agreements 11.5 per cent and in three-year agreements 7.0 per cent. The decline from 8.4 per cent to 7 per cent for three-year agreements may be partly due to the high incidence of COLA clauses.

The distribution of base wage increases in Tables 6-12 shows that the average annual per cent increase for each twelve-month period was lower in the third quarter than in the second. For example, the first and third 12-month increases respectively fell from 12.8 and 6.5 per cent to 12.3 and 4.3 per cent.

As expected, Table 13 again shows that the majority of agreements had average annual base wage increases in the 10-14.9 per cent range in the third quarter of 1981. For the first 9 months of the year, 66 per cent of the average annual increases were in this range, compared with less than 35 per cent in the corresponding period of 1980.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING
AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES. NEGOTIATED
IN THIRD QUARTER OF 1981. BY DURATION OF AGREEMENT

TABLE 1

	ALL	ONE-YEAR	TWO-YEAR	THREE-YEAR	FOUR-YEAR	FIVE-YEAR
AVERAGE ANNUAL INCREASE	AGREEMENTS	AGREEMENTS	AGREEMENTS	AGHEEMENTS	AGREEMENTS	AGREEMENTS
NUMBER OF AGREEMENTS	66	37	80 M	54	1	
NUMBER OF EMPLOYEES AFFECTED	95,873	28.019	41,755	56,099	1	i
AVERAGE PER CENT INCREASE FOR						
ALL AGKEEMENTS	10.8	13.2	11.5	7.0	ŧ	1
AGREEMENTS WITH COL CLAUSE	8.1	4.8	7.6	6.8	ı	•
AGREEMENTS WITHOUT COL CLAUSE	13.5	13.5	13.6	12.0	1	8
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	89.2	106.2	4°66.	64.2	8	8
AGHEEMENTS WITH COL CLAUSE	74.9	47.4	88.8	63.6	8	ı
AGREEMENTS WITHOUT COL CLAUSE	103.7	108.2	98.6	82.0	0	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981, BY INDUSTRY

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	CENTS PER HOUR	89.2	.99	0	80.0	74.0	0	5	97.6	3	1	P	•		, 0	2	1		100.0	20	0.76		ů,	7.96.7	9 00			ហ	1	-)	7.0	ı	- 10	•	87.8	
REEMENTS	PER	10.8	7		0	10.9		C	13.6	00	D				٠ د	11.0	ı		13.4	•	11.8			0 0	· ·	4	10.4			3.0	15.7	1	1 . 4	ı	11.2	4	12.6	1
ALL AGR	EMPLS	95,873	10	1,434	350	360	366	240	778	230	ı	0	ה ה	1000	5,135	83	F	1	265	507	71,131			10,054	S	1	485	636	•	54.669	•) {)	208	t	20.28E	1	6,476	J
	AGRIS	666	36	ന I	۱ -	-	→ 1		· (C)		ı	8 L	n a	۳ œ	4	e	B			→	63		3 4	0 -	•	. 1	~	ന	B (59	(~)	1	7	•	ı ır	1	O.	1
	INDUSTRY	ALL INDUSTRIES (INCL CONST) ALL INDUSTRIES (EXCL CONST)	UFACT	• • • • • • • • • • • • • • • • • • • •	BBE	LEATHER	MIL 5	CLOTHING		FURNITURE, FIXTURES		•		MACH LINERY	RANSPORTATION EQUIP .	CTRICAL PRODUCTS	STEEL ALLIC MINERALS	WOLEUM, OIL .	• • • • • • •	יייייייייייייייייייייייייייייייייייייי	NON-MANUFACTURING (EXCL CONST)	•	TO AN ODD DA A TON ON O	STORAGE STORAGE	OCMMUNICATIONS	TER	WHOLESALE THADE	•	CTATE	EDUCATION, HELATED SERVICES	ERVICES .	ICES	SER	MVICES	FEDERAL ADMINISTRATION	AUMINISTRATION	CAL ADMI	CONSTRUCTION

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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981.

BY INDUSTRY AND DURATION OF AGREEMENT

CENT HOUR AGRIS EMPLS	ONE	ONE-YEAR AGREEMEN	REEMENT PER	S CENTS PER	-OMT	TWO-YEAR AGI	7 00	EN S	THREE	4	AGREEMENT PER P	CENTS PER	FOUR-YEAR		AGREEMENTS CE PER PER P	CENTS PER
13.2 106.2 38 41.755 11.5 93.4 24 26.099 7.0 64.2 7.3 54.5 16 5.387 12.0 86.8 17 18.172 6.5 61.8 7.3 54.5 16 5.387 12.0 86.8 17 18.172 6.5 61.8 7.4 54.5 16 5.387 12.0 86.8 17 18.172 6.5 61.8 7.5 54.5 16 5.387 12.0 86.8 17 18.172 6.5 61.8 7.6 54.5 10.9 74.0 1 1 350 10.9 74.0 1 36.8 4.5 30.0 7.7 54.5 10.9 74.0 10.5 45.0 1 36.3 13.7 110.2 7.8 54.5 10.9 74.0 10.5 45.0 1 36.3 13.7 110.2 7.9 25.0 2 1.538 10.9 74.0 1 36.3 8.2 65.3 7.9 25.0 3 1.538 10.9 78.2 4 1305 7.2 69.5 7.9 25.0 3 1.538 10.9 78.2 4 1305 7.2 69.5 7.9 25.0 3 1.538 10.9 78.2 4 1305 7.2 69.5 7.9 25.0 3 1.538 10.9 78.2 4 1305 7.2 69.5 7.9 25.0 3 1.538 10.9 78.2 1 1.500 12.3 7.3 7.9 7.9 7.9 7.9 7.9 7.9 7.9 7.9 7.9 7.9		EMPLS	CENT	HOUR	AGRIS	EMPLS	CENT			EMPL	CENT	HOUR	AGRTS	EMPLS	CENT	0
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TABLE 4

AVEHAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

	ONE	ONE-YEAR AGREEMENT	REEMEN	15	TWO	-YEAR AG	AGREEMENTS	TS	THREE	-YEAR	AGREEMENTS	STN	FOUR-YEA	œ	AGREEMENT	S
INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	NN	006	4 4	4.7.4	15	22,220	7.6 7.6	88 88 88 89 89	22	25,169	0 0 0 0	63.6	1 1	1 8	1 1	0 0
MANUFACTURING	1	670	5.9	25.0	រភ	9		93.5	16	17,869	4.9	6.09	ŧ	•	1	ı
FOOD, BEVERAGES	1		1	B	2		11.1	0.					1	1	ı	•
TOBACCO	1	1	1	•	1	8		•		•	3		ı	1	1	
RUBBER, PLASTICS	ı	I	1		ı	ı	•	1	~	350	1001	80.0	ı	1	9	1
LEATHER	r	•	1	1		1	1		ŀ	•	1	1	1	1		1
TEXTILES		1	1	1		1	1	\$	-	366	4.5	30.0	1	6	B	
MAILLING MILLS	ŧ	8	ŧ	8	1	ř	1	1	ı		ı		:	ı	1	ē
CLOTHING			à	£	ı	P	ľ	1	ı		ı	1	8	1		8
0003	1	ı	8	1	1	ı	•			•	•		8	1		9
FURNITURE, FIXTURES		ı	8		ı	•	8	1	1	3	ŧ	1		1	!	8
PAPER	1	1	1	6		•	ı	8		!	1	•	ŧ	1	1	
PRINTING, PUBLISHING		1	8			į		8		1	0	1	ı	1	8	f
PRIMARY METALS	ı	•	•		f	ı	•	ı	ហ	10,350		77.0	0	1	1	8
FABRICATED METALS		670	2.9	25,0		273		ເກ	4	0		69.5	ı	1		8
MACHINERY		ı	*	î	,0	250	O	79.0	_			-	6	8	3	8
TRANSPORTATION EQUIP	ı	ı	8			1			ن	4 9 935	2.7	26.7		1	8	1
ELECTRICAL PRODUCTS	1	1		8	pred	225	13.8	107.5	-	363) <u>t</u> r	1	ŧ	0	8
NON-METALLIC MINERALS	*	1		í	\$				1)		ı	ı	0
PETROLEUM, OIL			1	ŗ	1	ì	ţ	1	ı		•	1	•	1	•	8
OHEMICALS			1	ţ	ı	•	•	1	1	•	1	ŧ	•	•	8	ŧ
MISCELLANEOUS MFG		8	ŧ		•	1	•		1	8	ř	4	8	8	1	ß
NON-MANUFACTURING (EXCL CONST	-	230	10.3	112.7	10	20,658	ທ	88.4	•	7,300	7.7	70.1	1	1	8	0
FIORESTRY	1	8	8	1	8	ı			ı		1) -	8	ł	0	1
MINING, QUARRYING	1		4	8	ı	ı	1		4	,10		90	•	å	1	E
TRANSPORTATION	1	1	1	a	4	,27	•	0	~	1,500	12.3	73.3		1	į	•
STORAGE		1			~	1,600	12,5	135.0	F	•		0		1	į	
COMMUNICATIONS	ı	1	1	į		1	1	ŧ	1	1	1	0		ı	8	1
ELECTRIC, GAS, WATER		1	1	1		•	1	1	8	*	•	•	ı	ı	8	8
WHOLESALE TRADE		8	1	8	ŧ	ı			8	•	8				8	8
RETAIL TRADE		ı	1	1	~	430	10.7	67.5		*	8		*	1		8
TANCE		•	ŧ	ķ		4	!	*	ţ	•			1	ı	1	8
INSURANCE, REAL ESTATE		*	ŧ	*	8	ı	*	•	ŧ	•	*	8	•	ı	1	9
EDUCATION, RELATED SERVICE	~	230	10.3	112.7	۲3	199	11.5	122.7	-	700	0.3	4.1	8	•	ŧ	9
HEALTH WELFARE SERVICES .		9	1	8		1		A			6			1	8	8
RECREATIONAL SERVICES	!	I	*	1		1	*	1		*	8	8		•	1	9
MANAGEMENT SERVICES			ŧ	ı	-	208	1.4	7.0	1	1	1		8	*	8	9
PERSONAL SERVICES	1	ł	8	ı	1		ŧ	ı	•		3	1	ı	1	8	ı
MISCELLANEOUS SERVICES	1	1	8	•	ı	!	•	E	•	į	8	•	•	1	•	8
FEDERAL ADMINISTRATION	1	8	•	1	~	9,480	7.3	70.0	•	*	*	3	•	8	1	
PROVENCIAL ADMINISTRATION	*	•	8				*	•		į		1	0		1	1
EUCAL AUMINISIRATION	!		2	ţ	1	*	Ť	1	1	*	1	1	•	8	1	1
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CONSTRUCTION

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

No	ONE-YEAR AGREEMEN	REEMEN	£ .	TWO-	TWO-YEAR AGI	AGREEMENT	2	THREE-YEAR		AGREEMENT	NTS	FOUR-YEAR		AGREEMENTS	TS CENTS
AGRTS EMPL	L'S	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	PER HOUR	AGRTS	EMPLS	PER	PERHOUR
5 27,119	19	13.5	108.2	23	19,535	13.6	98.6	~ ~	930	12.0	82.0	1 1	1 1	1 1	1 1
r v	ار ا	12.9	93.2	11	3,825	12.4	84.1	-	303	13.7	110.2	1	ř	•	i
	8	1			N	3		1	•	1	1	3	1		9
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1	- 3		1	1	360	10.9	14.0	8	*	1	8	8) () 1) 1
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		•	1	9	•	,		\$	į	3 1) i		8	1	8
1		*	1	- (240	0	ທິດ	1 -	ייי	12.7	110.0	3	8	1	1
		1	* 1	2-	274	4 4	103.7	1	י ר		0	•	9	8	8
		1		→ 1	002	• ′ D	2	1		1	1	1	1		8
		1 1	ļ B	1 1		1	8	8	*	6		į	1	1	1
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TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD GUARTER OF 1981.

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AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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	INDUSTRY	INDUSTRIES INDUSTRIES	RING	FOOD BEVERAGE	•	PLA		_		9	E.		G . D	MET	TED .	RY	RTAT	CAL	ALLI	UM.	LS.	ANEO	ACTU	×	QUA	RTAT	•	CATI	0	WHOLESALE TRA	IRAD		٠ د له	ON O	WEL-	LOIM	I OF	MERCONAL SERVICES	ANE.	TAI	DMIN	
		SOON	ACTU	0, 8	TOBACCO	BER ,	THER	TEXTILES	ZIL	CLOTHING	NIT	ER	NIIN	MARY	RICA	HINE	NSPO	CTRI	I-MET	ROLE	MICA	CELL	ANUF	RESTR	ING	NSPO	RAGE	MCN	CTRI	LESA	AIL	ANCE	VORAN	CALL	L LIM	ACFL	A NOW	さいこと	FRAL	ON I NO	AL A	
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TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981.

BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981.

BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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	INDUSTRY	ALL INDUSTRIES (INCL CONST)		MANUFACTURING	FIOOD, BEVERAGES	TICBACCO	AUBBER, PLASTICS	LEATHER	TEXTILES energenees	MAINTING MILLS	CLOTHING	WOOM	FURNITURE, FIXTURES	PAPER	PRINTING, PUBLISHING	PRIMARY METALS	FARRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM. OIL	OHEMICALS	MISCELLANEOUS MFG		NON-MANUFACTURING (EXCL CONST)	FORESTRY	MINITOR GCDANTING	PADDADE		SOUTH AND AND THE CONTRACTOR OF THE CONTRACTOR O	ETCLE TO COLOR STATE OF THE STA	RETAIL TRADE	TO AN CHARLES	DE REAL ESTATE	EDUCATION. RELATED SERVICES	HEALTH WELFARE SERVICES	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION .	LOCAL ADMINISTRATION	CONSTRUCTION

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

	A	ALL AGRE	AGREEMENTS		ONE-YEAR AGREEMENT	-YEAR EMENTS	TW	WO-YEAR REEMENTS			THREE-Y AGREEME	YEAR			FOUR-YEAR AGREEMENTS	EAR	
INDUSTRY	FIRST	SECND 12MOS	THIRD 12MOS	FOURT	FIRST 12MOS	SECND 12MOS	FIRST	SECND T	HIRD	FIRST	SECND 12MOS	THIRD 12MOS	FOURT	FIRST	SECND 12MOS	THIRD	FOURT 12MOS
INDUSTRIES (INCL	100.0	75.2	NI	1	106.5	14.3	89	97.4	1	109.7	6.04	42.2	8	B	1	1	1
ALL INDUSTRIES (EXCL CONST)	100.0	75.2	42.2	B.	90	. 4	6	7	8	.60			ŧ	ł	1	B	•
MANUFACTURING	101.2	64	39,3		54.5	ı	80.3	84.3	1	107.5	38.6	39.3	ı	1	1	ļ	
FOOD, BEVERAGES	100.3	100.0	1	F		1	0	0	8	1	1	,	i	8	ß	ţ	
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MNITTING MILLS				1		9	B	ı	8))	•	1			ļ	1
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FILDAY THOR. FLYSHORE	107.8	1010	110.0	1	ı	9		0 1		120.0	110.0	110.0	ı	å	1	9	1
DADED	166.0	do d	8	ı	8	ş	22		8	!	B	F	8		1	ŧ	1
TALLY TALL TO THE TALL	1	3 1	!!	1 1	1	8 1	¥ ·	8	ļ	ı	8	9	8	B	8	1	6
PRIMARY METALS	150.0		1 0 7	1 1	0 (0 1	9 1	8 1			(8	1	6	ţ	1
FABRICATED METALS	000			1 8	25.0	1			0 1	D U	9 6	• u	1		á	8	ŧ
MACHINERY	73.7		30.0	- 8	3	8	• 0	- [7]		າ ເກ	0 1	nc	1 1	8 8	8 1	8 1	8 (
TRANSPORTATION EQUIP	54.9	31.6	6		B	8	00	0	1	21.8	00	29.6	8	1	1	1 1) ()
ELECTRICAL PRODUCTS	89.5		61.0	1	86.0	1	ហ		ł	0	S		ı	1	6	9	ŧ
NON-METALLIC MINERALS			•	ı	1	4 '	•		ŧ				ı		3	1	
CHENTEUM OIL	-	1	1	1		8	*	ŧ	8	1	ſ	1		8	1	đ	8
MINCHI ANDOIN MED	0.001	2 67	8	8	100.0	ı		(ı	ł	ł	*	8	1	1	į	1
	•		9			1	0.08	9° 70	6	1	8	1	8	ı	ı	U	î
NON-MANUFACTURING (EXCL CONST)	9.66	89.0	48.7		108.8	14.3	89.4	.99.3	1	114.9	46.2	48.7	1	1	3		e
FIGHER STATE OF STATE			1 (3	8	9	ļ	1				8	1	•	1	8
TO AND DO DE ATENDE	ז יכ	41.07	6.04	4		8	1	1		_	-	0	3	ŧ	8	8	8
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ODMMUNICATIONS	8	72.5	77.8	8	ı			» >	1 8	54,8	72.5	77.A	1		1 1) !	6 1
ELECTRIC, GAS, WATER	- 8	ŧ	3	ŧ	1		•	1	1				8			1 1	8
	101.0	100.0	8	•		1	101.0	100.0	ŧ	1	ě			1		8	1
METALL IMADE	95.6		8	ŗ	8	8	5	7	1	ŧ	3	•	1	1	3	8	-
TRANCE COCCOCCOCCOCCOCCOCCOCCOCCOCCOCCOCCOCCOC	8	1	8		8	ı	!			1	1	1	ŧ	1	8	9	0
FOUCATION, REAL ESTAD SECTORS	107.0			9 1	0	1		1	3	9	1	(1	1	1	•	1
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RECREATIONAL SERVICES	10101		8 8	8 8	-	14.3	က် ကို (1 1	8 <u>1</u>	8 1	B 1	0 (3	1	1	6
IMANAGEMENT SERVICES	14.0	1	ŧ	ŧ			14.0	1 1	1 1	!!	1 1	1 1	1 1	1 1	8 1	9 (0 -
RSONAL SERVICES		1	2	Ŗ	1	1		1	1		8	8			1		1
SCELLANEOUS SERVICES	0 4	8	1		,	3			3	ŵ	1		1	1	1	į	8
DEDUCATION STRATION	79.0	104.2	1	1	8	1	19.0	104.2	1	8		1		1	1	į	1
COCAL ADMINISTRATION .	1 0	7 64		8 1	0	1	·	r	8	8	I	1	1	•	9	ı	1
ASSESSED MOTIFICATION SUPPLIES	0 1 0	1001			1001	ı	73.6	13.4	1	1	3	E	1	1		ij.	8

CONCIDICTION

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981.

BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

	At	ALL AGREEMENTS	EMENTS		ONE-YEAR AGREEMENTS	ENTS	AGR	TWO-YEAR AGREEMENTS	ιn.		THREE-YEA AGREEMENT	YEAR			FOUR-YEAR AGREEMENT	AR	
INDUSTRY	FIRST	SECND 12MOS	THIRD	FOURT F	IRST	SECND 12MOS	FIRST	SEOND 12MOS	THIRD 12MOS	FIRST	SECND 12MOS	THIRD	FOURT	FIRST	SECND T	HIRD	FOURT
INDUSTRIES (INCL CONST)	101.1	61.0	20 0 4 0 0 0 0 0	1 1	47.4		92.1	80 80 00 00 00 00 00 00	1 1	1111.0	39.3	40°04	1 1	1 1	8 8	1 1	1 1
MANUFACTURING	103.8	41.6	.38.1		25.0	1	97.	6.0	1	107.3	37.4	38.1	* :	9		8	1 1
FOOD, BEVERAGES	0	100.0	1	•	ŧ	8	100.6	100.0	0 1	* !	8 T	1 1	1	1 - 1	å 1	į 1	1 1
FORACCO	60.0	70.0	110.0		1 1	1	!!		1 1	60.0	70.0	110.0	1		1	9	1
LEATHER)	8		å	1	1	•		1				1	1	1	•	1
	45.	25.0	20.0	8	1	8	*	8		45.0	25.0	20.0		8	8	8	1
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	1		3	9	1	1	8	ş	1	ı	1	8	1	ı	1		1
PRINTING PUBLISHING				8		1	!	ŧ		ŧ	\$	1		9	8	ş	8
ARY METALS	150.9		40.1	1	1		*	ı	į		40.1	40.1		8		*	t
FARRICATED METALS			35,5	8	25.0			65.0	8		37.0	'n	1	1	1	3	1
MACHINERY	57.7	58.8	30.0	B		1	76.0	2	1	S	0		ı	1	8	1	1
SPORTATION EQUIP			29.6		8	1			B	1.	œ	0	•	ı	1	*	1
ELECTRICAL PRODUCTS			61.0	8	8	1	125.0	0.06	ı	0	65.0		ı	8	ı	*	ı
ETALLIC MINERALS				*	9	8	9	8	1	8	ı	ş.	8	8	8	*	9
PETROLEUM, OIL		1	*		4	ı	į	ŧ		!	1	9		1		8	1
CALS	•	į	*	#		1	Đ.	*		Ē	8	3		8	ŧ	ŧ	8
MISCELLANEOUS MFG		•	1		I	1	•	1	•	1	1	ļ	ı	1	ı	*	1
NON-MANUFACTURING (EXCL CONST)	.66	74.4	46.2	1	112.7	ı	7.16	85.2	1	120.1	43.9	46.2	8	å	1	8	1
FORESTRY		1	1	1		ı		ì			7		1	ı	F	ş	1
MINING QUARRYING	151.	41.7	40.9	1		9			0	in a	-		ı	9	8	¥	ŧ
TRANSPORTATION	101.0	91.5	80.0	1	1	1	107.0	95.	1	68.0	72.0	80.0	1	•	ŧ	ţ	1
STORAGE	150.	120.0	•	8	1		S		ŧ	ę	1	1	8	8	•	ş	1
INICATIONS		•	*	8	•	ı	•	ņ	1		8	8	8	8	0	ē	0
ELECTRIC, GAS, WATER	•	1	1			*	!	8	1	1	*	1	1	1	B	ŧ	Û
SALE TRADE			1	8	8	1	*	8	1	ş	8	8	8	8	1	ļ	B
RETAIL TRADE	74.0	61.0	8	1	1	0	74.0	61.0	8	â	8	i	*	ŧ	1	1	B
FINANCE		8	•	B	1	1	ļ	8	1	9	į	8	1	8	1	*	8
INSURANCE, REAL ESTATE						ı			8	9	8		8	8	1	ŧ	9
ATION, RELATED SERVICES	60.7	67.2	12.5	æ .	112.7	l .	107.0	138.4	1	1		12,5	8	8	0	8	9
HEALTH, WELFARE SERVICES	8	2	1	ŧ	8	1	Ť	ŧ	\$ -	9		ļ.	8	8		ij.	8
EATIONAL SERVICES	8	1	ı	i	8	1	ŧ	ŀ		0	8	8	8	8	1	ę.	8
SEMENT SERVICES	14.0		8	4	1		14.0	8			8	1	1	1		à	ı
PERSONAL SERVICES	*	1	*	ŧ	1	å	ş			ŧ	*	1	8	ł		9	8
ELLANEOUS SERVICES	1		!	1	1	8	į			1		8	8	*	i	ę	8
FEDERAL ADMINISTRATION	70.0	70.0	•	8	•	8	70.0	70.0		*	a	1	8	8	1	!	0
			1	9			-	8	1	1	1	1	1	8	8	8	8
LOCAL ADMINISTRATION	8	1	ı	1	1	1	*	8	0	1	8	•	8	8	8	ŧ	ŧ
CONSTRUCTION	1		•	ŧ	3	1	B	8	B	8	1	1	8	8	ı	B	1

TABLE 12

.AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

	2MOS	0 8	8	ı	9	9	8	8 1	8 (1	1	1	4	9	ŧ	8	6 8	6	8	*		1	1) [8	8		ß	8 1		9		1	9	0	0 0	3
AR	HIRD F	1 1	į	*	į	ı	8	ŧ	P 1		1	ŧ	ķ	ş	*	8	3 8	*	8	į	ţ	!	ı			8	8	•	•	§ .	! !	1	è	•	8	8	• •	8
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EE-YEAR EEMENTS	THIRD	88 89 3	110.0		!		ı	1	į l	110.0	b) (ţ	1		ģ) 	! !	ŧ	į			77.8	į	1	1 1	77.8	8	8			1 1		•	1	1	8	1 1	
THREE-YEA	SECND 12MOS	84.7	110.0		1	8	•	8 1	9 1	110.0		9	8	1	1	* 1	1 1		1	8	1	72.5	1	1 1		72.5	1	8	8	8	1 1	8	ı	1	ı	1	1 1	1
	FIRST	76.0	120.0		1	3	•	\$ 1	•	120.0	e i	!	•	*	*	9	3 Ņ		ě	į	· ·	54.8	1		1	54.8	9	ı	•) ş		ŀ	1	ı	1	• •	8
S	THIRD	1 1	1	1	1	1	1	8 !	! !	} (8	8	1	1		, ,	1		8	8	ı	•	9 1	l #	1	*	į	8	8	1 1	8	1	i	1	1	ļ I	9
10-YEAR	SECND 12MOS	110.9	82.2	0	1	8	73.0	8 :	u	70.0	S	8	1	•	80.	105.0	•		1	8	62.4	117.9	1		0	*	1	0	91.6	8	123.2	9 60)	ě	ł	,	1.34.6	73.4
A GRE	FIRST	80 00 00 00 00 00 00 00 00 00 00 00 00 0	A7.4	0	*	8	75.0		·	100.0			*	į	77.	105.0	000	9	•	•	80.0	86.4	ļ.		•		*	101.0	108.4	•	127.2	60	, ,	*	1	,	6.00	73.6
-YEAR EMENTS	SECND 12MOS	14.3	1	1	1	8	8	8 1	9 1	1 1	1		2	1	1		1	ŧ	ŧ	9	•	14.3	1	B 1	1	1	1	1	8	8	1 8	14.3		1	1	8	4 (8
ONE-1	FIRST	108.4	93.2		8		8	8	0 1	8 8				9		1	AK.O		-	100.0		108.7	1		1	8	•	1	8	1	109.9	15.		ì	8	8		100.1
S	FOURT	1 1		*	*			8 1	B - E		1					8	, ,	8	8	8		1	ł	8 (. !	1	į	*	į		1 1		1	•			1 1	
AGREEMENTS	THIRD	88.3	110.0	1	9		8	6	9 (110.0	1	ı	1	8	*	*	• •		1	1	8	77.8	8) 1	77.8	*		8				*	*	1	9	1 1	. 8
ALL AGRE	SECND 12M0S	107.5	94	100		1	73.0	8 :	1 C	000	85.5		8			105.0	_	- 8	8	1	62.4	113.3	1	90		72.5	•	100.0	91.6		123	10	8	3	1		134.6	73.4
A	FIRST	0, 0, 80 00	00.7	100.0	6		75.0		-	100	122.0					105.0	0.001				80.0	8.66		C	91.	54.8		101.	108.4		110.2		1	8	8	1 0	80.0	87.
		(Excl const)		FIGOD BEVERAGES		PLASTICS		TEXTILES	•		FURNITURE, FIXTURES		PRINTING, PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACH ENERY TOWN	FIRSTRICAL DRODUCTS	NON-METAL TO MINERALS	PETROLEUM, OIL		MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST)	FORESTRY	TING		OOMMUNICATIONS	ELECTRIC, GAS, WATER	TRADE	• • • • • • • • • • • • • • • • • • • •		RELATED SERVICES	HEALTH WELFARE SERVICES	RECREATIONAL SERVICES	MANAGEMENT SERVICES			PEDEKAL ADMINISTRATION	LOCAL ADMINISTRATION

TABLE 13

AVERAGE ANNUAL INCREASES IN BASE WAGE MATES IN COLLECTIVE BAMGAINING AGREEMENTS COVERING 200 OF MCRE ONTARIO EMPLOYEES NEGOTIATED IN THIRD GUARTER OF 1941. BY SIZE OF INCREASE

AGREPENTS WITHOUT COST-OF-LIVING CLAUSE	EMPI S			1 (x	33,944	12,139	1	1	ı	8 1		ı ı			î	3	1 1	0.44	1,571	3+172	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1,450	32,235			0 1	ę 6		1	\$	•	1 1	,	•			,	•	1 1			•	1		1
AGKEENT COST-OF	AGRTS	NSTHUCTION		1 ~	1,00	7	ı	1	1	1	B 1	1 +	1.3 5.)		1	1 (I (V)	4	4	70	- 4	31	103.		t	1 1)	ı	i	1	1 1		1	f		1	1	1	1 1	1 1	1	1		1
AGREEMENTS WITH COST-OF-LIVING CLAUSE	FMELS	EXCLUDING CUNSTRUCTION		7,319	13.629	824			•	•	1	1			906	1	U+04 U+04 U+14 U+14	000	1	1.454	21.488	04.140	11,088		CONSTRUCTION	1	£ 1		1	1		1	1)	1			ŧ	1	*	1 1		, 1	1		1
AGREEME COST-OF-LI	AGRIS	INDUSTRIES.		0,1	0 17)	1	ŧ	0	1	1	1 1	3	7 ° C	2	1 1	nn	2 1	f	4	ao a	0 -	• 0	5.57	000		1		•	1	•	1	1 1	ŧ	,		1	t	1	ı	1		1		1
ALL AGREEMENTS	EMPLS	ALL		7,319	47.573	12,617	1	1	1	1	1	1 1			806	1	5,845	0000	1,571	4,650	27,520	0 0 7 4 1	43,323			ı	1	1 1	1	4	•	ı		ı			1	ı	1	ı	à	1 1			1
ALL AUH	AGRIS			J	5k (*)	מק	1	1	ŧ	1	1	s = 1	:	n • 0	~	ŧ	ιn ·	V A	1 4	Φ	10	<mark>1</mark> د ۲	04	2.69		ı	1	1 1	1 0	1	1	ı	1 1	ı	ŧ			1	ι	1	1	1			1
	AVERAGE ANNUAL INCREASE		IN PER CENT	4.4 PER	- 9.9 PER CENT	1 14.4 TER	PER CENT	- 24.9 PER CENT	- 34.9 PER CENT	- 34.9 PER CENT	- 44.9 FEH CENT		Thy Chy and Cyln sees	AVE, PAGE	V = Z	- 19.9 CENTS	- 58.	- GG-9 CENTS		- 69.9 CENTS	- 79.9 CENTS	- 84.9 CENTS	100.0 CENTS AND OVER	AVEHAGE	IN PER CENT	4.9 PER	9.9 PER CENT	14.9 PER CENT	TANK TEN CENT	AN U PER	- 34.9 PER CENT	- 39.9 PER CENT	A CO O DEED CENT	ER CENT AL	M	IN CENTS PER HOUR	9	0 - 19.9 CENTS	- 29.9 CENTS	- 39.9 CENTS	- 49.9 CENTS	- 59.9 CENTS	- 69.9 CENTS	10000 F 2 L	6.68

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO, FOURTH QUARTER 1981

Prepared by
Research Branch
Ontario Ministry of Labour
April 1982



Hon Russell H. Ramsay Minister T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1981. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows:

One-year : less than 18 months

Two-year: 18-29 months
Three-year: 30-41 months
Four-year: 42-53 months

The data in this report were prepared for computer processing by Carmel Hill and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6886).



During the fourth quarter of 1981, 140 agreements covering 98,038 employees were negotiated in Ontario for bargaining units of 200 or more employees. The number of employees involved in bargaining activity showed only a slight increase from the 95,873 recorded in the previous quarter, but the volume of bargaining was significantly higher (by 40 per cent) than the 99 agreements recorded for the third quarter of 1981. On a sectoral basis, bargaining activity was again concentrated in the non-manufacturing sector, where there were 98 agreements ratified, affecting almost 70,000 employees. Education and Health Services together accounted for 73 agreements and involved 43,443 employees (more than 62 per cent of the sectoral total). In the manufacturing sector the major industries involved in bargaining were primary metals, fabricated metals, transportation equipment and electrical products. Of the 42 manufacturing agreements ratified in the fourth quarter, the industries mentioned above accounted for exactly one-half and affected approximately 77 per cent of the employees.

The average annual base wage increases for all agreements and for non-manufacturing agreements were respectively 11.7 and 13.3 per cent, up from 10.8 and 11.8 per cent in the third quarter. However, manufacturing agreements displayed a marginal reduction in base wage increases over the preceding quarter, declining from 7.8 to 7.7 per cent. There were no major construction agreements concluded in the fourth quarter.

		AVERAGE ANN Quarter 1981	Third	Quarter 1981
	Per	Cents per hour	<u>cent</u>	Cents per hour
All Industries (including construction)	11.7	100.1	10.8	89.2
Manufacturing	7.7	61.9	7.8	66.9
Non-Manufacturing (excluding construction)	13.3	115.6	11.8	97.0
Construction	-	-	-	-

Despite the overall <u>rise</u> in the average annual base wage increase for all agreements combined between the third and fourth quarters, the corresponding figures for "agreements with COLA" and "agreements without COLA" both <u>declined</u>, albeit by only 0.1 percentage points in each case. This situation occurred because of a significant shift in the proportion of workers covered by cost-of-living (COLA) clauses. In the third quarter, for example, more than one-half of the employees were covered by an agreement containing a COLA clause; in

the fourth quarter the corresponding figure was about one-third. Since there remains a large difference between the average increases for "with COLA" and "without COLA" agreements (a difference of more than 5 percentage points in the last two quarters), sudden shifts in the employee distributions between these two groups of agreements can have a dramatic effect on the overall wage increase recorded (and may obscure wage settlement trends). In fact, despite the rise of almost one full percentage point in the average annual base wage increase for all industries combined (from 10.8 to 11.7 per cent), there were signs in the fourth quarter that the long-sustained upward trend in negotiated wage settlements may finally be losing some of its momentum. For example, the above mentioned decline in the level of wage increases in "agreements without COLA" was only the second to occur in the past eight quarters.

Almost 60 per cent of the major agreements negotiated in the fourth quarter were of a two-year duration (i.e. 18-29 months) a much higher proportion than in the previous two quarters. This development may be a reflection of the bargaining cycle for specific industries rather than a new trend. For example, over 61 per cent of the agreements ratified in the non-manufacturing sector (60 of 98) were of a two-year duration, many of them arising from the recently concluded province-wide negotiations involving hospital nurses. One-year agreements (less than eighteen months) and three-year agreements (36-41 months) declined respectively from 37.4 and 24.2 per cent of all agreements to 24.3 and 16.4 per cent.

An examination of the average annual base wage increases by contract periodicity also demonstrates the influence of the health industry agreements. The average annual base wage increase for the 83 two-year agreements negotiated in the fourth quarter was 13.4 per cent, up from 11.5 per cent in the previous quarter and the highest such base wage increase since the first quarter of 1976. Almost half of these two-year agreements (40 of 83) were negotiated in the health industry and provided an average base wage increase of 15.9 per cent. Undoubtedly, this base wage increase coupled with the high degree of employee coverage for the two-year health industry agreements impacted significantly on the wage increases recorded for all two-year agreements. Both one-year and three-year agreements recorded marginal declines of 0.2 and 0.4 percentage points respectively.

Tables 6-12 provide a distribution of base wage rate increases by twelve-month periods. Increases in the first and second twelve months increased respectively from 12.3 and 8.7 per cent in the third quarter to 13.4 and 9.8 per cent in the quarter under study. Third year increases at 4.0 per cent were marginally lower than in the third quarter (4.3 per cent).

Table 13 reveals that approximately 49 per cent of the agreements negotiated provided for increases within the 10 to 14.9 per cent range, a significantly lower proportion than the 64 per cent recorded for the previous quarter. However, almost 30 per cent of the agreements provided for increases within the 15 to 19.9 per cent range, compared with roughly 8 per cent in the previous quarter.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALLAGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	340	34	83	23	â	ı
NUMBER OF EMPLOYEES AFFECTED	98,038	25,415	464434	23,189	1	1
AVERAGE PER CENT INCREASE OF						
ALL AGREEMENTS	11.7	13.0	13.4	9.9	1	ē
AGREEMENTS WITH COL CLAUSE	8.0	i	10.7	6.2	ŧ	8
AGREEMENTS WITHOUT COL CLAUSE	13.4	13.0	14.3	00 0	8	8
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	10001	123.1	108.0	57.9	1	
AGREEMENTS WITH COL CLAUSE	63.8	8	71.3	80 80 80	1	1
AGREEMENTS WITHOUT COL CLAUSE	117.2	123.1	120.7	53.7	•	8

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981, BY INDUSTRY

HOUT	CENTS PER HOUR	117.2	77.8	•	9	4	6	50°0	1	8	Ð	\$		6	01.	70.4	NI.	8	8	46.3		121.9	8 0	153.4	8	8	8) 1		8	30.	•	45.0	30	30		96.5	121.2
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CONSTRUCTION

- 5 -

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

FOUR-YEAR AGREEMENTS

THREE-YEAR AGREEMENTS

TWO-YEAR AGREEMENTS

ONE-YEAR AGREEMENTS

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CONSTRUCTION	1	•	8	1	0	9										

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

COVERING 200	OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT	TOOS OF	DYEES, NEGINCREASE A	NO DURAT	IN FOURTH		OF 1981.		
		AGREE	ONE-YEAR AGREEMENTS	TWO	TWO-YEAR AGREEMENTS	THREE	THREE-YEAR AGREEMENTS	FOUR	FOUR-YEAR AGREEMENTS
AVERAGE INCREASE	AGREEMENTS	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL. CLAUSE	WITHOUT COL CLAUSE	WITH COL: CLAUSE	COL
NUMBER OF AGREEMENTS	140	1	34	11	72	16	7		0
NUMBER OF EMPLOYEES AFFECTED	98,038	8	25,415	12,673	36,761	18,850	4,339	I	0
AVERAGE PER CENT INCREASE IN	13.4		13.0	12,3	8.4	6	0	*	8
-	9.6		10.3	6.6	in en	200	7.9	8	í
GREEMENT	0.4	•	1			3.4	6.8	ı	ğ
FOURTH 12 MONTHS OF AGREEMENT	*	B	1	1	1	8	8	ů	8
FIFTH 12 MONTHS OF AGREEMENT	1	B	ł		ı	8	1.	å	
AVERAGE OVER LIFE OF AGREEMENT	11.7		13.0	10.7	14.3	6.2	8 . 4	1	8
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	110.2	i	122.8	76.3	117.4	111.7	68°4	k	ş
SECOND 12 MONTHS OF AGREEMENT	84.6		0.09	70.3	120.6	30.9	55.5	9	
THIRD 12 MONTHS OF AGREEMENT	34.5	à		1	è	34.1	34.3	ŷ	8
FOURTH 12 MONTHS OF AGREEMENT	8	b	1		à	t	0	B	1
FIFTH 12 MONTHS OF AGREEMENT			ì	1	å	ı	ı	S	1
AVERAGE OVER LIFE OF AGREEMENT	10001	i	123.1	71.3	120.7	58.8	53.7	1	0

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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	INDUSTRY	ALL INDUSTRIES (INCL CONST)		FOOD, BEVERAGES		PLASTICS			KNITTING MILLS		FURNITURE FIXTURES	A TO C	PRINTING PUBLISHING	PRIMARY METALS assesses	FARDICATED METALS	TACHTON TO THE PROPERTY OF THE	ATYON EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM. OIL	CHEMICAL CONTRACTOR OF THE CON	EOUS MFG	CONSTITUTE OF THE CONSTITUTE O	FORESTEE ACTION ACTIONS OF THE PROPERTY OF THE	MINING DUARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	KETAIL KAUR	TINANCE COCCOCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCC	INSUKANCE REAL EDIALE ****	LEGUCALION, RELAIEU SENVICES	DEFECT AND SERVICES OF SERVICES	MANAPHENT OFFICES ************************************	DEDOCAL STRVICTS	MACCELL ANDONE GEDVICES	FEDERAL ADMINISTRATION AND	DODUTAL ADMINISTRATION .	LOCAL ADMINISTRATION	NOT LOT MAN

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CONSTRUCTION

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREFMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981.

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AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

	AL	ALL AGREEMENT	EMENTS		ONE-YEAR AGREEMENT	AR	AGRI	TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS	FAR			FOUR-YEAR AGREEMENT	EAR	
INDUSTRY	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURT F	ZMOS 1	ECND	FIRST	SECND TI	THIRD F	IRST	SECND 1	THIRD	FOURT	FIRST	SECND 12MOS	THIRD 12MOS	FOURT 12MUS
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NON-METALLIC MINERALS	1			1	i	ı				8	8	ŧ	8			9	0
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FEDERAL ADMINISTRATION	13.6	13.6	1	8	13.1	8	13.7	13.6	ı	6	B	8	8	8	1	ı	B
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TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE HARGAINING AGREEMENTS COVERING 200 OR WORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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CONSTRUCTION

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981,

	DONT LE	BY INDUSTRY, DURA	DURATION	0F	AGREEMENT	40	AND 12-	-MONTH P	ERIOD	S OF IN	NCREASE	E 2010					
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MANUFACTURING	80.4	79.7	65.5		66.3	1	80.4	80.3	8	89.1	77.6	65.5	1	ı	ı	8	8
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PAPER	8	8	8	1		Ł		1	1	İ		8	ů	Ė	â	8	8
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CHEMICALS	25.2	119.6		å			125.2	119.6	ł	ŧ	8		1	8	1	B	Ø
MISCELLANEOUS MFG			39.0	1	ı	i	ı		1	54.0	20.0	39.0	•	1	9	1	1
NON-MANUFACTURING (EXCL CONST)	120.5	119.4	19.8	8	124.6	0.09	123.2	126.9	8	59.9	46.4	19.8			ı		1
FORESTRY	8		E	1			8		i		•		á	à	8	8	1
MINING. GUARRYING	8			8			ı		8			8	8	9	8	9	3
TRANSPORTATION	190.6	218.8	ı	1	93.0	8	95.0	137.0	1	337.0	263.0	8		Ó	8	B	6
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INSURANCE, REAL ESTATE	8		8	8	8	1	1	å		8	8	8	Ì	ı	9	8	1
EDUCATION, RELATED SERVICES	129.8	134.8	1	1	8		32.8	34.	8	8	8	1	8	8	9	9	9
HEALTH, WELFARE SERVICES	140.7	144.8	1	8	0.06	60.0	1.5	. 9	1	ġ	8	8	9	8	3	8	
RECREATIONAL SERVICES	40.0	20.0		8		8	40.0	50.0	8	å		8	ė	à	i	9	9
MANAGEMENT SERVICES	96.3	73.0	8	1	102.0		3	3	8				8	1	8	8	ı
PERSONAL SERVICES	22.5	21.7	19.8	ı	1	1	. +	1.	j	21.8	16.6	19.8	i	8	9	8	8
MISCELLANEUUS SERVICES			•	8	. (ŧ	((3	1	B	Ė	à	B.	1	9	8
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LUCAL ADMINISTRATION	10221	0	•	•	46.	1	73.8	67.8	8	ŀ		1	a	8	1	9	ŧ

CONSTRUCTION

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 ORI MORE ONTARIO EMPLOYEES NEGOTIATED IN FOURTH QUARTER OF 1981. BY SIZE OF INCREASE

ú																																													
AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	EMPLS			6-100	30.036	21.056	233	9		8		1 1				2,500	8 6	650	1.220	206	4.978	4,781	1,664			9 (ė		ı	8	8	8 1	t	8		0	0	0	0 1	8		0	0	8 8	
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AGREEMENTS WITH COST-OF-LIVING CLAUSE	EMPLS	EXCLUDING CONSTRUCTION		18.865	10.673	0	1	t	f	8	1	1			230	1	725	1.000	14.755	510	10,500	240	1,573		CONSTRUCTION	1 1			•	•	î	8 0	1	8		1	8	•	0 0		1	đ	ı	8 8	
AGREEMEN COST-OF-LIV	AGRTS	INDUSTRIES, E	ı	C 4			ı	1	١	•	•		0.8		1		~ (<i>U</i> 4	o ~	part part	1 (7)	1	1 🖈	63.8	CONS	1 1			8		8	3 8	ı	ē	1		ı	•	1 1	1	8		8	1 1	ī
ALL AGREEMENTS	EMPLS	ALL		25,035	40.700	21,056	233		1		8	0 6			230	2,500	725	10/07	15,975	1,412	15,478	5,021	1,664			1 1		•	1	9	•	1 1	1	ŧ			ŧ		1 1		1	•	1	1 1	
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	AVERAGE ANNUAL INCREASE	IN PER CENT		O O DED	TATO DED CENT	- 19.9 PER CENT	- 24.9 PER CENT	- 29.9 PER CENT	- 34.9 PER CENT .	- 39.9 PER	- 44.9 PER CENT	ER CENT A	4	CENTS PER HOUR	6	- 19.9 CENTS	- 29.9 CENTS .	A A D O CENTO	59.	- 69.9 CENTS	- 79.9 CENTS	- 89.	90.0 = 99.9 CENTS	AVERAGE	IN PER CENT	4.9 PER CENT	14.9 PER CENT	- 19.9 PER CENT	24.9 PER CENT	- 29.9 PI	34.9 PER CENT	0.44 0.09	49.9 PER CENT	EK CENI AND OVE	AVERAGE IN CENTS PER HOUR	6.6	19.9 CENTS	29.9 CENTS	49.9	59.9 CENTS	69.9 CENTS	6.62 -	89.9 CENTS	100.0 CENTS AND OVER	AVERAGE



CA 24/V 151 - H12



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO, FIRST QUARTER 1982

Prepared by

Research Branch

Ontario Ministry of Labour

September 1982



Hon Russell H. Ramsay Minister T.E. Armstrong, Q.C. Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1982. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows:

One-year : less than 18 months

Two-year: 18-29 months
Three-year: 30-41 months
Four-year: 42-53 months

The data in this report were prepared for computer processing by Carmel Hill and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6886).



Highlights

During the first quarter of 1982, 125 collective agreements covering almost 135,000 employees were negotiated in Ontario for bargaining units of 200 or more workers. Settlements were heavily concentrated in five non-manufacturing industry groups, namely communications, education and the three public administration categories (federal, provincial and local). Together these five industry groups accounted for almost one-half of all major agreements concluded during the first quarter and for more than 75 per cent of all employees covered. In the manufacturing sector, employee coverage was greatest in electrical products, and in primary and fabricated materials.

The average annual base wage increase for all agreements combined was 10.8 per cent, down from 11.7 per cent in the fourth quarter of 1981. The reduction was greatest in the non-manufacturing sector (from 13.3 to 11.4 per cent). In fact, the average increase in manufacturing rose slightly, to 8.1 per cent from 7.7 per cent. There were no major construction agreements concluded in either quarter.

		AVERAGE AND	NUAL INCRE	ASE
		Ouarter 1982		Quarter 981
	Per	Cents	Per	Cents
	cent	per hour	cent	per hour
All Industries (including construction)	10.8	79.3	11.7	100.1
Manufacturing	8.1	65.6	7.7	61.9
Non-Manufacturing (excluding construction)	11.4	82.0	13.3	115.6
Construction	-	-	-	dida

Almost 31 per cent of the employees affected by 1982 first quarter settlements were covered by agreements with a cost-of-living (COLA) clause. The average annual base wage increase in these agreements was 8.1 per cent, compared with 8.0 per cent in the previous quarter (both figures exclude the wage increases which may accrue in future from operation of the COLA clauses themselves). For agreements without COLA clauses, the average annual base wage increase in the first quarter was 12.1 per cent, down significantly from the 13.4 per cent recorded in the previous quarter. Movements in the "without COLA" figures are generally regarded as a more accurate barometer of current wage settlement trends than are changes in the "all agreements" figures (since the latter are sometimes affected by shifts in the quarterly incidence of COLA clauses). This represents the second

successive decline in the "without COLA" wage increase figures, following a period of more than two years when the trend was mostly in an upward direction. This suggests that the deterioration in the underlying economic climate may finally be starting to exert a noticeable effect on the general level of wage settlements.

Just under one-half of the major agreements concluded in the first quarter of 1982 were of a two-year duration. The remainder were divided two to one in favour of one-year agreements, with three-year agreements constituting less than 18 per cent of all agreements. The average annual base wage increase in one-year contracts was 11.8 per cent, in two-year contracts 11.3 per cent and in three-year contracts 8.7 per cent. The first two figures are significantly below the corresponding increases of the previous quarter (13.0 and 13.4, respectively), while the figure for three-year agreements is up from 6.6 per cent. The apparent upward trend in wage increases in long term contracts is of doubtful significance, since most such contracts include a COLA clause. The tremendous variation in the "quality" of COLA clauses, and the parallel differences in negotiated general wage increases in COLA contracts, makes such comparisons difficult to interpret.

Tables 6-12 provide information on the distribution of base wage increases by twelve-month periods. The average increase in the first year of the agreements concluded was 12.0 per cent, compared with 13.4 per cent in the final quarter of last year. Increases in the second and third contract years, at 9.9 and 3.7 per cent, were quite similar to the corresponding figures for the earlier quarter.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTAPIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982, BY DUPATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	125	44	93	22	1	ī
NUMBER OF EMPLOYEES AFFECTED	134,845	33,707	71,807	29,331	•	1
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	10.8	11.8	11.3	B.7	•	8
AGREEMENTS WITH COL CLAUSE	60	5.0	7.1	7.8	ı	i
AGREEMENTS WITHOUT COL CLAUSE	12.1	12.1	12.1	3° 60	,	1
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	79.3	1.66	17.1	62.1	ÿ	•
AGREEMENTS WITH COL CLAUSE	64.3	53.6	9.69	4.29	ğ	1
AGREEMENTS WITHOUT COL CLAUSE	86.1	100.8	78.6	52.5	ŧ	3

AVERAGE ANNUAL INCREASES IN BASE WAGE PATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982, BY INDUSTRY

TABLE 2

		ALL AGE	REEMENTS	,,	ŏ	AGREEME 0ST-0F-LI	NTS WIT	rH _AUSE	U	AGREEMENTS	ING /ING	CL AUSE
INUUSTRY	AGRIS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PEP	CENTS PER HOUR	AGRIS	EMPLS	PER	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)	125	134,845	10.8	79.3	35 35	41,732	80 80	64°3	06	93.113	12.1	86.1
MANUFACTURING	75	22,009	8.1	65.6	21	13,862	o •c	33.1	21	8 147	11.9	86.7
. (1 1	1 (1 (1 1				8 (1 1		6 (
LEATHER	1	1				1	1	. 8	1	1		
TEXTLES	2 7	1.600	13.1	113.4	1 1	1 1	2 8	8 8	2	1,600	13,1	113.4
CLOTHING	1				1		1	ŧ	1		•	
000M	2	505		2	1	4	1	8	~ .	01		2
FURNITURE, FIXTURES		350	- 6	43.5		335	12.9	94.6		350	13.0	42°57
PRINTING, PUBLISHING		1,963		. 4	•		l		2	9		6 %
PRIMARY METALS		3,120		, a	4 U	200			1 "	α	_	0
MACHINERY AND AND AND AND AND AND AND AND AND AND		530	0 0	0 10	n ~	27	• N	· ~	n	9	0 0	٠,
TRANSPORTATION EQUIP		295	7	2 .	7	31		00	prof	252	1.6	18.4
ELECTRICAL PRODUCTS		7,535		0	ហេក	6,910	4.1	37.2	rn 1	625		-
PETROLEUM, OIL		001	•	•	U 8	0	•	•	1	1		
CHEMICALS		525	15.0	92°5	1 -	1000	0	1 0	→ (525	15.0	92,5
MISCELLANEOUS MFG	7	002	•	0	1	>		o D		•	1	3
NON-MANUFACTURING (EXCL CONST)	83	112,836	11.4	82.0	14	27,870	8.6	6°69	69	996 • 58	12.1	86.0
MINING DUARRYING	1 0	1.550	- 4	5		L	ł i		1 ~	1.000	200	40.0
TRANSPORTATION			10.1	112,5	-	200	10.1	112.5	1			
STURAGE					1 \	1			8 6	ć		
FIFCTRIC GAS WATER	2 ~	20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1.0.1	97.1	o n	650 62	11.1	0000	r) 8	1001	11.0	0 1
WHOLESALE TRADE	-	210	-	S	-	-	1.9	S	0	•	ı	8
RETAIL TRADE	1	•	•	4	1	1	1	1	ı	1	\$	1
TINANCE	10	1 770	0	C	•	1 (9 1	1 (10	77	0	0
EDUCATION, RELATED SERVICES	31	15.141	• ~	9	. m	977	12.5	135.4		16	· ~	• • 5 5
HEALTH. WELFARE SERVICES	12	3,970	13.8	06	1	1			12		13.8	06
RECREATIONAL SERVICES	- ,	415	n c	0 0	i	ł	1	•		415	2 0	o c
DEBADONAL AFRATCES		317	0 4	5 ~	1 1	1 1	1 1	1 1		380	2 6	7.
MISCELLANEOUS SERVICES	- 1			•		1	•	1	< 1	1		
•	00	35.003	-	5	1	1	1	ı	c c (2.00	-	S
PROVINCIAL ADMINISTRATION .	201	11,789	13.2	90.3		1 1	1 1	1 1	2 0	11.789	13.2	95.1

AAVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE RARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

-5-HOUR CENTS PER FOUR-YEAR AGREEMENTS CENT EMPLS AGRIS CENTS HOUR 62.1 50.3 18.4 68.8 7007 15.6 PER THREE-YEAR AGREEMENTS PERCENT 8.7 5.5 5.9 3.6 9.6 29,331 252 EMPLS 416 335 1,115 12,368 2.900 780 200 6.963 16,753 AGRIS CENTS HOUR 88.7 75.0 75.6 22.5 70.9 95.1 74.1 92.5 61.7 7.46 94.7 72.4 112.5 PER TWO-YEAR AGREEMENTS CENT 11.3 11.8 6.91 13.0 12.6 8.9 13.0 15.0 11.8 11.0m 1001 5.9 15.1 PER 71,807 EMPLS 8,244 230 220 860 200 8,730 3,970 .963 380 1 • 600 63,563 1.770 32,758 10,015 AGRIS 59 CENTS HOUR 99.1 15.0 67.0 25.8 30.0 72.0 113.2 9.49 95.1 144.7 11.9 100.6 ONE-YEAR AGREFMENTS 11.8 7.6 12,3 12.2 13.7 CENT 16.6 PER 2,245 4,330 11,324 280 415 EMPLS 33,707 33,707 0.716 32,310 1,550 1,397 1.413 4] IGHTS CONST). FOUD, BEVERAGES INSURANCE. REAL ESTATE ...
EDUCATION, RELATED SERVICE
HEALTH, WELFARE SERVICES . ALL INDUSTRIES (EXCL CONST). TOBACCO CLOTHING WOOD FURNITURE, FIXTURES PAPER PRIMARY METALS FABRICATED METALS ELECTRICAL PRODUCTS THANSPORTATION RETAIL TRADE FINANCE RECREATIONAL SERVICES TRANSPORTATION EQUIP PETROLEUM, OIL CONST MINING, QUARRYING COMMUNICATIONS WHOLESALE TRADE MANAGEMENT SERVICES PERSONAL SERVICES MISCELLANEOUS SERVICES ... FEDERAL ADMINISTRATION ... • • • • • • • LOCAL AUMINISTRATION PROVINCIAL ADMINISTRATION NON-METALLIC MINERALS NON-MANUFACTURING (EXCL PRINTING. PURLISHING ELECTRIC, GAS, WATER ALL INDUSTRIES (INCL INDUSTRY MISCELLANEOUS MFG MANUFACTURING MACHINERY CHEMICALS FORESTRY EATHER

CONSTRUCTION ...

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARBAINING AGREEMENTS

1 0 CENTS PER 1 1 1 HOUR FOUR-YEAR AGREEMENTS CENT EMPI S AGRIS CENTS 15.6 HOUR 70.7 62.4 62.4 33.3 PER WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES. NEGOTIATED IN FIRST QUARTER OF 1982. BY INDUSTRY AND DURATION OF AGREEMENT THREE-YEAR AGREEMENTS 10.9 7.2 10.4 9.6 12.9 3.6 PERCENT 8.7 ង ខ ខ 2,900 780 200 16,563 16,353 28.273 6,170 11,710 210 EMPLS AGRIS CENTS 22.5 123.8 02.5 0.86 61.7 97.1 112.5 HOUR 9.69 9.69 66.0 69.3 PER TWO-YEAR AGREEMENTS 12.5 11.0 CFNT 8.8 1101 PER 850 220 310 200 631 12,258 12,258 1.847 EMPLS 10,411 AGRIS ø CENTS 9.951 53.6 53.6 33.7 HOOH PER ONE-YEAR AGREEMENTS 5.9 CENT 0.9 PER 1,201 EMPLS 305 AGRIS COMMUNICATIONS WHOLESALE TRADE RETAIL TRADE FINANCE EDUCATION, RELATED SERVICE HEALTH, WELFARE SERVICES . RECREATIONAL SERVICES MANAGEMENT SERVICES PERSONAL SERVICES FEDERAL ADMINISTRATION ... PETROLEUM, OIL MINING. QUARRYING TRANSPORTATION STURAGE ELECTRIC, GAS, WATER INSURANCE, REAL ESTATE ... MISCELLANEOUS SERVICES ... CONST) . FURNITURE, FIXTURES PRINTING, PUBLISHING PRIMARY METALSFAHRICATED METALS ELECTRICAL PRODUCTS NON-METALLIC MINERALS CHEMICALS FORESTRY GCAL ADMINISTRATION MANUFACTURING FOOD, BEVERAGES LEATHER TEXTILES KNITTING MILLS CLOTHING PAPER MISCELLANEOUS MFG NON-MANUFACTURING (EXCL CONST CONST). TOBACCO PROVINCIAL ADMINISTRATION ALL INDUSTRIES (INCL ALL INDUSTRIES (EXCL INDUSTRY TOBACCO

-6-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982, BY INDUSTRY AND DUPATION OF AGREEMENT

FOUR-YEAR AGREEMENTS

THREE-YEAR AGREEMENTS

TWO-YEAR AGREFMENTS

ONE-YEAR AGREEMENTS

											~	- / -																													
3	CENTS PER HOUR	8 8	1 1	6		8	8	8	9 (1 #	8	á	ì	8	8	\$.	8	1	0 :	1 1	1		8		8	8	8 1	1 1	8	8	Ð	8	6	Ð	8	8	9	B	8	0	1
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7	CENTS PER HOUR	52°58°5°5°5°5°5°5°5°5°5°5°5°5°5°5°5°5°5°	41.3		1		8	1	1	1	1	8	1	1		4 1	,	1	B (J (3	71.0	ŧ				71.0	9 8		ı	0	9	B	ı	1	ŧ	8	1	8	6	1
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7	CENTS PER HOUR	78.6	93.7			1	113.4	1		43.5		. 47	ı	84.0	-	r	24.3	ı	0 0	e u	ì	76.8	•	ł	ı	ŧ	1	1	8	ı	° Z	83.8	0	ı		97.5		72.4	6	. 47	ŧ
	PER	12.1	12.7		1		13.1	1		3 ~	(F)		1	11.7	٥		16.0			n	1	12.1	8	ŧ	1	8	1	ı ş			e N	11.9		ı		16.9		11.5	(P)	ů	ı
	EMPLS	59,549	6,397		8	8	1,600		וורכ	350	234	1,963		250	9	9 L	477	1	* 50	U		53,152	3	1		ŧ	•			ŧ		0	.97	1		380		32,758	0 • 0 1	9	ŧ
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)	CENTS PER HOUR	100.8	73.2	1	1	1	1	15.0	7.77	-	ğ	1	1	67°0	ı	9	8	8 1	8 1	1 1	ı	8.101		40.0	8		00/	1 8	8	8		109.6		30°0	è	8		113.2	80	5	
	PER	12.1	10.7	1	ı	1		3.5	16.6		ı	1	1	11.4	1	å	6		0 1	, ,)	12.1	8	5.2			11,5			1	1	12.2		12.2	ů	F		10.7	3.7	12.4	1
	EMPLS	32,506	1.092	ı		i	8 6	280	275	1	1	1	1	537	ı	8	8	1	B (1 1	ı	31,414	6	1 .000			1 + 4 1 3	1 1	8			10,370	0 1	415	317	1	ı	2,245	4.33	11,324	ı
	AGRTS	41	4 1	1	1		1	-	۱ -	- 8	ł	ŧ	1	2	1	ä	1	8 1	8 I) ,	1	37	1	~	•	1 (V	1 1	ı	1	9	20		-	p==0	1	1	(2000	E C	ı
	INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	MANUFACTURING		PLASTICS	LEATHER	TEXTILES	KNITTING MILLS	•	FLUNTIUME FIXTUMES	PAPER	PRINTING. PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TION EGUI	ELECTRICAL PRODUCTS	DETENDED FINE OF	CHEMICAL CALL ******	CHURCHU SOCOSOSOSOSOSOSOSOSOSOSOSOSOSOSOSOSOSOS		NON-MANUFACTURING (EXCL CONST	FORESTRY	MINING, DUARRYING	TRANSPORTATION	STORAGE	COMMONICALIONS	FLECTILG GAUGE MALES CONSTITUTED TO THE CONSTITUTED	RETAIL TRADE		INSURANCE. REAL ESTATE	EDUCATION, RELATED SERVICE	HEALTH, WELFARE SERVICES .	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	EDEMAL ADMINISTRATION	PROVINCIAL ADMINISTRATION	LOCAL ADMINISTRATION	CONSTRUCTION

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREFMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST DUARTER OF 1982. BY 12-MONTH PERIOUS OF INCREASE AND DURATION OF AGREEMENT

10	WITHOUT COL CLAUSE	1 1	1 1 1 1 1	1 1 1 1 1
FOUR-YEAR AGREEMENTS	WITHOU COL			
FOUR-	WITH COL CLAUSE	1 1	1111	1 1 1 1 1
THREE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	1.058		588.9 51.2 64.6 5.5 5.5
THREE	WITH COL CLAUSE	18	01 8 01 6 01 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	71.2 55.1 60.0
TWO-YEAR AGREFMENTS	WITHOUT COL CLAUSE	675-65	12 13	80.4
TWO-	WITH COL CLAUSE	12,258	5.00	87. 5. 6. 4. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6.
ONE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	41	12.1	101.3
ONE	WITH COL CLAUSE	1,201	alli o	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
	ALL AGREEMENTS	125	12.0 9.99 3.77	83.8 70.8 8.8 8.9 8.9 8.9
	AVERAGE INCHEASE	NUMBER OF AGREEMENTS	AVERAGE PER CENT INCPEASE IN FIRST 12 MONTHS OF AGREEMENT SECOND 12 MONTHS OF AGREEMENT THIRD 12 MONTHS OF AGREEMENT FIFTH 12 MONTHS OF AGREEMENT AVERAGE OVER LIFE OF AGREEMENT	AVERAGE CENTS-PER-HOUR INCREASE IN FIRST 12 MONTHS OF AGREEMENT SECOND 12 MONTHS OF AGREEMENT FOURTH 12 MONTHS OF AGREEMENT FIFTH 12 MONTHS OF AGREEMENT

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982.
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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	FIRST	10.5		7.0	1	1	1	1	1	1	1	17.		4	30.01	•		0	12.7		8	13.0	נו	4	1	1	1	11.7		6.0	1	1	1	1	1	8	2		ŧ	1	8	8	8
vı	THIRD	1 1	1	8	1	t			1	1	B	1 (1		1		8	8	1	8	9	1	1		1	1	ı	1	1	I	8	1		ł	I	1	8	9	î	1	ı	1	ŧ
O-YEAR EEMENT	SECHD 12MOS	10.7	<	12.1	1			12.7				בי כ בי כ		4 0	0	8	• c	0 -	0	8	0.6		10 7	9	1	A . A	8	3.8		8	ł			11.2	panel	1	1	15.0		ŝ	12.0	-	8
AGR	FIRST	12.6	0	15.1		•	8	13.6				0.6	6	ה	0	。 5 4	0 (- (2	¥	15.8		30.6	o J	1	11.8		(C)	- 6	2	1		ů.	12.4	. 4	1		E		6	14.0	6	1
-YEAR EMENTS	SECND 12MOS	4.1	7	8	1	ı	8	8	1	-	7 . 1	1 1		J				8	ŧ	8	1	ı	1	ı	1	9	2	ı	1	ı	ı	I	F	ı	1	8	6	I	1	1	ā	8	
ONE-Y AGREEM	FIRST	11.9	10 7	•	ı	1	4		3,5		6.67	8 (1 1	. 8		4	8	A. 2	6	ı	1	ı	12.0	l I	303			11.5	B	8	ŧ	8	-	12.3	r	12.5	CV.				13.7	Ĉ.	ŧ
	FOURT	1 1	1	2		8	1	B	ŧ	8	1	8 (8	3	- 1	ı	8	1	1	1	1	1	8	1	8	8	1	8	E	8	ı	1	1	8	3	1	ı	8	ž	1	ı	1
ALL AGREEMENTS	THIRD	3.7		5.6		3	F	1	•	1	8	0	8	- (9 0	0	- 1	0 0	4.6		1	7.9	C .			1	1	10.3	1	5.9	8	8	1	1	1	B.	8	9		1	1	1	8
L AGRE	SECND 12MOS	6.6		9.6		8		12.7			6	00	0	4 (**			• 15	0 (9.2			8.0	10.7			8.4		8.4		- 0	6		÷.	11.2	11.7	ŧ	L	15.0		o i	12.0	proof.	ı
AL	FIPST	12.0		11.7		•	3	13.6				10.0	ه) ،	. u		0 (0	S C	12.7		5	13.0	12.2	J		11.8	8	10.6	۳		•	1	o c	ů.	14.4	0	ů.	00		°.	13.9	Ĉ.	1
	INDUSTRY	ALL INDUSTRIES (INCL CONST)		FOOD, BEVERAGES		RUBBER. PLASTICS	•		· · · · · · · · · · · · · · · · · · ·	CLUIHING		DADED CALL CALL			FARRICATED METALS			FI FOTRICAL PRODUCTS					NON-MANUFACTURING (FXC)	FORESTRY	QUARRYING	ANSPORTATION	JRAGE	MMUNICATIONS	ECTRIC, GAS,	SALE THADE	IL IRADE		TANCE, MEAL ESTATE	V I CE	THE WELL ARE SERVICES	CARRALIONAL SERVICES	•	RSUNAL SERVICES	SCELLANEOUS SERVICE	DERAL ADMINISTRATION	VINCIAL ADMINISTRATION	OCAL ADMIN	CONSTRUCTION

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 19A2,

	Al	ALL AGRE	AGREEMENTS		ONE-Y	ENTS	AGR	0-YEAR EEMENTS			THREET	YEAR			FOUR-Y AGREEM	EAR	
INDUSTRY	FIRST	SECND	THIRD	FOURT 12MOS	FIRST	SECND 1	FIRST	SECND T	HIRD	FIRST	SECND	THIRD	FOURT	FIRST	SECND 12MOS	THIRD F	OURT
ALL INDUSTRIES (INCL CONST)	10.0	7.1	7.5	1 1	4.9	1 1	9.1	5.2	1 1	10.5	7.9	7.7	1 1	1 8	1 1	1 1	1 1
MANUFACTURING	9.2		- 0	\$	80	I	9.6	7.9					9	ı	1	,	1
FOOD, BEVERAGES	4.5		5.6	8		•			1	4.5	3.8	- 6	8	1	ŀ		ŧ
TOBACCO	1		8	8	•	ı	ı	8	1	1	1	!	8	B	1	8 !	8
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KNITTING MILLS	1			1	0	1	1	ı	8		ı	1		9		1	
CLOTHING	ı			I		8	4	•	I	ı	1	3	1		1	Ŧ	8
MOOM GOOM				ı	₽,	1	1	1	1	ě	1	1	8	1	1	Ŧ	8
FURNITURE, FIXTURES				1	1	1	1	8	8				ŧ		1	ŧ	•
PAPER	17.1		6.6	1	8	1		3	ı	17.1	11.9	6.6	à	8	8	B.	1
PRINTING, PUBLISHING				1	1				1				ğ.	8	ı	9	9
PRIMARY METALS	15.2		60°	•	8	1			1	2.9	m c	e e	1	1	1	1	1
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PETROLEUM. OIL			B	1		-		8	ı			1	8	f	1	8	
CHEMICALS	1		8			ı	-	B	1	ı	8	ř	8	1	1	1	1
MISCELLANEOUS MFG		8.0	7.9	I	ı	1	1	1	8	13.0	B • 0	7.9	1	1	1	ī	ı
NON-MANUFACTURING (EXCL CONST)	10.	8.4	10.2	-1	5.8	B	0.6	4.7		11.5	10.7	10.6	1	1	9	1	ı
FORESTRY	4		1			ı			1				1	8	1	ı	B
MINING, GUARRYING		\$			1	ı			ı		1	*	1	8	B	1	8
THANSPORTATION	11.	8.4	1	1		i	11.8	3.8	i	9	ı	1	8	g	8		
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COMMUNICATIONS CONTRACTOR	0 .	\$ 0	10.3	8 1	1	1 -	20 E	ກໍວ	B 1	11.6	001	1001	1	# I	1	¥ 1	3 4
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INSURANCE, REAL ESTATE			1	1	9	1	1	1	ł	ı	8	ı	•	6	8		9
EDUCATION. RELATED SERVICES	13.	10.2	1		15.2	1	11.9	10.2	1	8			4	8	1	8	
HEALTH. WELFARE SERVICES	1		1	•		1	1)	ı	1	4	1	1	1		Į	8
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AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982.

BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982,
BY INDUSTRY, DUBATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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Y INDUSTRY	AL	FIRST	83.00 83.00	78.8	•	1 1	109.6	15.0	133	37.0	63.6	93.8	138.5	100.	77.3		5		93.0	84.2	ı	25	ŝ	72	109.	7.		;	N N		130.0	72.0	100.0	10	91.0	
E D		INDUSTRY	ALL INDUSTRIES (INCL CONST)	MANUFACTURING	ACCO	RUBBER, PLASTICS	TEXILES	·ILLS		FURNITURE FIXTURES					TRANSPORTATION FOULD	FLECTRICAL PRODUCTS	ON-METALLIC MINERALS	IL	CHEMICALS	NON-MANUFACTURING (EXCL CONST)	FORESTRY	MINING. QUARRYING	HANSFORIALION	OND TACK OF THE PROPERTY OF TH	ELECTRIC. GAS. WATER	WHOLESALE TRADE	RETAIL TRADE	TANCE	EDUCATION DELATED SEDVICES	HEALTH WELFARE SERVICES	•	ANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	PROVINCIAL ADMINISTRATION .	LOCAL ADMINISTRATION

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMFNTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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AL	FIRST	87.5	7.79	40.68	\$	9	ı	109.6	15.0	1 6	166.9	71.0	93.8	8	71.4	95.0	20.0	89.5	ı		0.56	•	87.4	1	40.0	8	70 6	Ü		1	ı	82.4	103.7	4.08	130.0	72.0	100.0	101	91.0	95.2
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AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	EMPLS		532	87.389	2,729	207			•	٠	0			532	ŧ	1.850	428	33,249	20,701	3,107	27.989					ı			•	1 3	0	1	6	0	•				•	0	1 0		1 1	1	4	6	ı	
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ALL AGREEMENTS	EMPLS	ALL 1	8,578	14,396	3,075	207	0 1			•	•		U	742	1,851	2,070	8.831	480744	21,751	3.884	33,154						8	ı	4		1 1	ě	1	1	1			1	1	1	8 1			1	1	1	1	
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	AVERAGE ANNUAL INCREASE	IN PER CENT	R 4.9 PER	0 - 9.9 PER CENT	0 - 19.9 PER	20.0 - 24.9 PER CENT	0 - 29.9 PER CENT	0 - 34,9 PER CENT	0 - 44.9 PER	0 - 49.9 PER CENT .	0	AVERAGE	CENTS PER HOUR	- 19.	- 29.9 CENTS	- 39.9 CENTS	- 59	- 69.9 CENTS	- 79.9 CENTS	- 89.9 CENTS	90.0 - 99.9 CENTS	20 V V			IN PER CENT	4.9 PER	9.9 PER CENT	14.9 PER CENT	19.9 PER CENT	24.9 PER CENT	34.9 PFR	R CENT	. 44.9 PER CENT	49.9 PER CENT	EN CENT		IN CENTS PER HOUR	UNDER 9.9 CENTS	. 19.9 CENTS	6.62 -	AS O CENTS	CO O CENTO	AG O CENTS	79.9	. 89.9 CENTS	. 99.9 CENTS	ENTS	AVFRAGE

MORE ONTARIO EMPLOYEES NEGOTIATED IN FIRST QUARTER OF 1982. BY SIZE OF INCHEASE



CA34N 151 -W12



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO, SECOND QUARTER 1982

Prepared by
Research Branch
Ontario Ministry of Labour
October 1982



Hon Russell H. Ramsay Minister T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1982. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

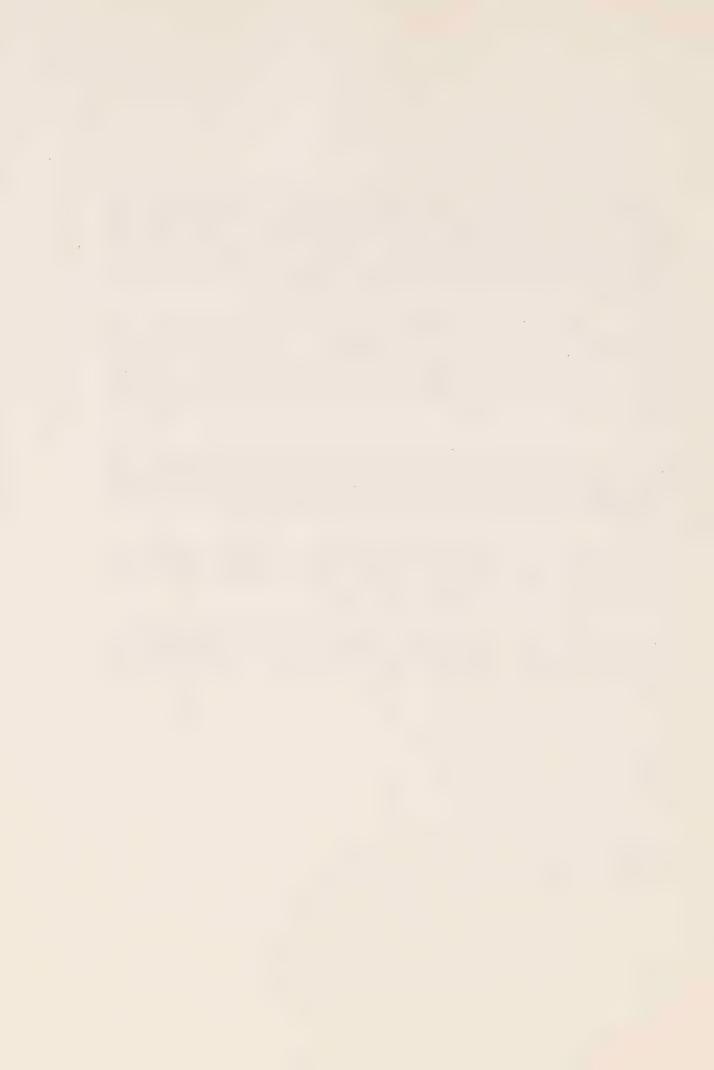
The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as one year-less than 18 months; two-year 18-29 months; three-year 30-41 months; and four-year 42-53 months.

The data in this report were prepared for computer processing by Carmel Hill and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Toronto October 18, 1982



Highlights

During the second quarter of 1982, 185 agreements covering 187,201 employees were negotiated in Ontario for bargaining units of 200 or more employees compared with 125 agreements affecting 134,845 employees in the first quarter of 1982. The non-manufacturing sector (including construction) continues to dominate bargaining activity in the province as 132 agreements covering 166,619 employees were ratified. Education, provincial administration, local administration, transportation, electricity and construction togethr accounted for 104 agreements in the non-manufacturing sector. Of the 20 manufacturing industries listed in Table 2, food and beverage, textiles, paper, printing, transportation equipment and electrical products collectively accounted for 68 per cent of the agreements signed and 78 per cent of the employees in that sector.

The average annual base wage increase of all sectors combined (including construction) was 11.7 per cent, up from 10.8 per cent in the first quarter. Agreements in both the manufacturing and non-manufacturing (excluding construction) sectors displayed a similar wage pattern, increasing respectively from 8.1 and 11.4 per cent to 9.4 and 12.0 per cent. The average annual base wage increase in the construction industry was 11.9 per cent. There were no major construction agreements concluded in the first quarter.

	AV	ERAGE ANNU	AL INCREAS	E
		Quarter 82	First 19	*
	per cent	Cents per hour	Per cent	Cents per hour
All Industries (including construction)	11.7	113.0	10.8	79.3
Manufacturing	9.4	83.2	8.1	65.6
Non-Manufacturing (excluding construction)	12.0	100.0	11.4	82.0
Construction	11.9	165.6	-	-

The second quarter has recorded a significant reduction in the application of COLA clauses as roughly 18 per cent of the agreements negotiated, compared with 28 per cent in the first quarter, contained COLA clauses. The average annual base wage increases for these agreements was 9.9 per cent, up from 8.1 per cent in the first quarter. A similar trend was also obvious in manufacturing (traditionally the sector that leads in the application of COLA clauses), as roughly 23 per cent of the agreements negotiated contained such a clause. This is the lowest figure on record since 11.8 per cent was recorded

for the third quarter of 1976. Since the incidence of COLA clauses has been fluctuating over the last eight quarters, it is not safe to draw conclusions except to note that such large quarterly shifts may be the result of the bargaining cycles of the different firms.

The distribution of agreements by duration shows that the proportion of three-year agreements declined from 17.6 per cent in the first quarter to 7.6 per cent, and the average annual base wage increase for three-year agreements fell from 8.7 to 6.1 per cent. The incidence of both one-year and two-year agreements increased from 35.2 and 47.2 per cent respectively to 37.8 and 55.0 per cent. One-year agreements recorded a marginal increase in base wage rates over the first quarter rising from 11.8 to 12.6 per cent. Two-year agreements remained constant at 11.3 per cent.

The distribution of base wage increases in Tables 6-12 shows that the average annual percentage increase for the first and third 12-month periods rose respectively from 12.0 and 3.7 per cent to 12.3 and 4.8 per cent. The second 12-month period remained constant at 9.9 per cent.

Table 13 reveals that just over 64 per cent of the agreements negotiated provided for increases within the 10.0 to 14.9 percentage range. This proportion of agreements in the 10.0 to 14.9 percentage range is the same as occurred in the second quarter a year ago.

TABLE I

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING
AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1982, BY DURATION OF AGREEMENT

FIVE-YEAR AGREEMENTS	4	8		ı	1	1		ı	ı	8
FOUR-YEAR AGREEMENTS	1	ı		ŧ	8	1		ı	8	
THREE-YEAR AGREEMENTS	14	4,788		6.1	5.0	6.0		51.5	6.44	71.4
TWO-YEAR AGREEMENTS	101	111,967		11.3	10.5	11.6		120.7	87.8	131.8
ONE-YEAR AGREEMENTS	70	70.446		12.6	11.0	12.6		105.0	125.2	104.9
AGREEMENTS	185	187,201		11.7	6.6	12.1		113.0	83.5	119.2
AVERAGE ANNUAL INCREASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEES AFFECTED	AVERAGE PER CENT INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE	AVERAGE CENTS-PER-HOUR INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE

THOUT	CENTS PER HOUR	1 119.2	7 95.1		51.	1 89.6	70°	118.	41.	1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	114.	400	35.	26.	86.	70	93.0	102.7		9 B4°3	•	.99	6.0		8		115.	100	84.	27.	65.0	986	143
NTS WIT	PER	12.1	10.			2		300	-	- 0		000	v is	S		0		12.4	•	10.5	•	11.6	10,11	4			L	10.7	3	-	12.9	10.4	, 6
AGREEMEN COST-OF-L	EMPLS	154,825	15,790	9 /	243	2,370	350	217		1.300		275	901	629	494	- 40	330	96,535	1	250		1,125	283)	1		7	400	525	0		000	20
	AGRTS	151	4 2 8	P 1	-	Г	-	-	~ c	0 0.	-		⊸ e-3	n (C)	0	1 ~	-	06			(1	7	1 -	• •	1	* 1	m r	- ~	1 (/)	-	 (у L	7
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ALL AGE	EMPLS	187,201	20,582	8 8		2,370	350	217	- 4	1,300	606	212	1,793	1,689	404	265	330	124.119	1	18,344		2,230)	,	1	c	690407	la .	525	006	330	9	12,886
	AGRTS	185	53	1 1	~	ro ~							មា	ហៈ	V 1	-		112	1 (14	ı	<i>د</i> د)		8	8 ti	n -	۵.	2	-	- o		15
	INDUSTRY	ALL INDUSTRIES (INCL CONST) ALL INDUSTRIES (EXCL CONST)	FOOD, BEVERAGES	RUBBER, PLASTICS	LEATHER	MITTING MILS	CLOTHING	0003	PAPER	PRINTING, PUBLISHING	PRIMARY METALS	MACHINERY	TRANSPORTATION EQUIP	MON-METAL PRODUCTS	PETROL FILM OTL	CHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST)	TOKENIKY	TRANSPORTATION	STORAGE	COMMUNICATIONS	WHOLESALE TRADE	RETAIL TRADE	TINANCE OF STREET	ENICATION, DELATED CEDVICES	HEALTH, WELFARE SERVICES	RECREATIONAL SERVICES	MANAGEMENT SERVICES	MISSEL AND OF STREET	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION .	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

	ONE	ONE-YEAR AGREEMENT	REEMEN	S	TWO-	-YEAR AG	AGREEMENTS	TS	THREE	-YEAR	AGREEMENTS	TS.	FOUR-YEAR		AGREEMENT	ę,
INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	70	70,446	12.6 1	05.0	101 1	11,967	11.3	120.7	7.7	4.788	6.1	51.5	1 1	8 6	1 1	1 1
•	e	1,250	7.5	38.4	40	15,843	10.4	95.4	10	3,489	5.7	43.8	1		1	8
TORACCO	1	\$ f	Ð (9 1		96.	0	0	ŧ		8	8	8	•	•	
AUBBER, PLASTICS				3 B	1		1 1	8 (1 1	1 1	1 (8 (1	8 :	9	*
LEATHER	1	\$	6	ı	~	243	8.6	51.5	1 1	1 1	i t			8 0		1 1
TEXTILES	1	1	1	1	4	LO	2	-	7	420	11.2	80.0	,	ı	1	
KNITTING MILLS	ı	8	t	1	-	-	9	0	3				ı	8	ŧ	8
CLUTHING	ŧ	ı	ı	ı	~	350	-	95.	•	•	1	•	t			1
	8	0	1	8	-	-	3.7	8	8	į	9	ı	ę		8	8
DADED		8	E		~	46	7.7	500	1	3	1	ı		•		\$
DOTAL BURGA BURGAN	: -	1 0		(10 •	C	0 1	20	1	1	8	1	8	8		8.
DOTMANY METAL C	→ 1	800	0.01	000		0 0	٠ د د	÷.	1 (- (ŧ		1	0
FARDICATED METALS	6	ı	ě	B	٦.	D P	S 0	140	2	524	3.4	29.1	ŧ	8	•	.5 -
MACHINED >		1	0	Ų.	٠,	- (•	2 (1 (1			0	ŧ	8	ı
TANAPORAL POLICE) (ê (0 (0 (٦ ٢	7	• V !	N C	Ν.	540	9 ·	4 1	8	8	8	8
FI FCTRICAL PRODUCTS	~	0 5 4	-	י ע	า ~	20	0	° C	u r	0 0	-	è.	0	8	8	8
NON-METALLIC MINERALS	J 8	1	- I	•	٠.	D 11		0 0	y -	05001	ກຸ		8	3	\$	í
PETROLEUM. OIL		1	1	1 (4	2	3	0	-	613	5	•	8	8	ß	8 .
OHEMICALS	1	1	1 (В (-	- 4			8	ů		1	1	8	0	8
MINCEL ANTON MEG) (} (٠,	000	<u>.</u>	0.07		ı	8	1	1	•	8	å
	1	•	1	ı	~	7)		ກໍ	•	1	1	9	8	ı	į	0
NON-MANUFACTURING (EXCL CONST	19	69,196	12.7 1	06.2	41	53,624	11.2	95.6	4	1,299	7.2	72.0	1	8	1	•
FORESTRY	8	ı	1	ı	ı	ě	•		ı				8	8		8
TOAKS CONTACTIONS		ě	ğ	1		1			٣	766	6.9	77.6	1	8	1	6
CTODACE CTODACE	ı	ı	ı	B	14	18,344	10.4	0.76	2	1	ı	1	ı			
COMMENTO ATTOMO	•		8	ţ	\$ I					!	9	1		6	9	8
FINAL DAY OF THE PROPERTY OF T		8	1	B	N (2,23	0	· œ	8	1	2	ı	0	1		6
MINISTER TOWN		1	8	1	າ -		1103	91.0	1	1	1	8	\$	9	8	
RETAIL TRADE	1 (3 1)	1	4	0	•	•	1	2	8	1	8	ı		ı
	1	•		8	ı	1	E		B	ŧ	0	1	8	1	8	F
INSURANCE DEAL FOLLATE	1) :				I	1	8	8	t	8	8	n	•		8
FOLICATION: OF AMERICAN	1 7	ì	8 (,	8 1	i	E -		1	•	0	t	1	ŧ	t	ŧ
MEALTH. MELENANT CROSSON	0 *	505077	11.5	0 1	י יכ	5,704		107.1	0	ŧ	8		0	ı		1
	٦ ،	550 71	12.0	75.5	9	666	-	03°	1	1	8	0	8	0		9
MECKEALIONAL SERVICES	2	635	10.01	0	ŀ				E	0	0	1		1	8	1
MAGEMEN		ŧ	ı	ı	2	525		. 4	8	ı	8	1		1	1	1
RSONAL SERVICES	\$	ı	8	3	_		7.1	27.5	1	1	1	8		0	9	. 1
MISCELLANEOUS SERVICES	-	330	2						t	1	1	1	ø	ı	8	a
FEDERAL ADMINISTRATION	(23)	3,510	10.3		-	0	-	0 6 0	8	ŧ		0	0		1	8
PROVINCIAL ADMINISTRATION	9	50	3		,	4	2.8	86.	1	1	1	0	ı	1	ı	6
LOCAL ADMINISTRATION	13	12,301	2	44.1	-		15.2	95,3	-	305	7.9	54.0	8	E	1	ů
MOTEURIE						i	1	1								
CONSTRUCTION	8	1	ı	ı	20	42,500	11.9 1	65.6	1	1	1	2	ŧ.	8	ı	8

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

	Z	SECOND	QUARTE	10 X	19 42861	INCOSIN	AND	NOT I WHOO								
	ONE	ONE-YEAR AG	AGREEMENT	15	TWO-	TWO-YEAR AGE	AGREEMENTS	S	THREE-YEAR		AGREEMENTS	TS	FOUR-	FOUR-YEAR AGREEMENTS	REEMEN	15
INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PERCENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	~ ~	421	11.0	125.2	23	28,350	10.5	87.8	100	3,605	N N 0 0	6.44	1 1	1 1	1 1	1 1
	1	(1	1	ď	. 2		54.6	7	2.556	4.2	35.0		1	1	8
MANUTACTURING	0 6) (M)	1.606	4.7	47.8	. 1	1)			8	9	. 9 .
		8	8	1				8		ŧ		ŧ		8	ş	§ .
DEPENDENCE OF STATES OF ST	ŧ	1			1	0	9	8	3	•	6	ı	ŧ	8	9	8
TATHER CONTRACTOR	0	8	8		8		*	8		*		9	9		*	8 .
TEXTLES CONTRACTOR	8	8	ı	1	1	1		1	1	*	1	0		8		1.
G MILLS	8		8		8	1	8	8	8	1	9		1	8	1	8.
CLOTHING	8	i	1	8		1	ŧ			•	8	8	8	8	ğ.	§ .
000	1					ı	8	*	4	9	ı	8	1	8	8	8 -
FURNITURE, FIXTURES					7	200	9.4	62.5		į	ı	8	1	8		8 -
PAPER	1	•		8	à	8	8	9	ņ	ŧ		1	ı	8	1	9.
PRINTING. PUBLISHING	9	1		•	1	1	•	*	ı	3			8	8	8	\$.
PRIMARY METALS	6	I	8	1	1	1	3		2	524		29.1		8	ş	6.
FABRICATED METALS	ā	1			1		1	8	ì	8		3	8	1	*	ı
MACHINERY	1	1			8	1	8		C)	240		4.	*	4	8	
TRANSPORTATION EQUIP		1	8	8		430	10.5	76.5	-	46	1.4	15.0	*	8	8	8 .
ELECTRICAL PRODUCTS		1		1	1	1	•	8	2	1,030		31.8	4	8	§	8
NON-METALLIC MINERALS	4	8				ı	•			ŧ	ŧ.	8	ļ	8	\$. :	8
PETROLEUM, OIL	8	ı	1	8	ı	8	8	ı	9	9			1	B 1	9 (8 - 1
CHEMICALS		ı	•	9	8	•	B.	•	0	ŧ	9		8 1	B (1) . (
MISCELLANEOUS MFG	1		1	•	8	1	1	1			8	1	1		1	1
NON-MANUFACTURING (EXCL CONST	~	421	11.0	125,2	18	26,114	10.9	7.06	e	1 • 0 4 9	7.0	1.69	1	8	•	
FORESTRY			8	1		8	8	B .	8 1	0		8 (8	9	1	8
MINING, QUARRYING	9	1	1	•	å				2	144	0.0	15.3	P	8	9	0
TRANSPORTATION	8	1	9		13	8,844	10.4	94.5	8	•		8	•	8 1	9 1	8 (
STORAGE	3	2	8	1					8	1	•	8 (a (1 (1	1. 1
OOMMUNICATIONS		8	1	1	۰ ۲	10105	7007	000	0 1) (1	1 8	. 8	8	9	. 8
ELECTRIC GAS+ WATER		8	•	8 1	7	2 4 5	-	4) (1	8		1	•	. 1
WHOLFIUNALF INAUF		1	1		1 1	1					1			8		. 8
ATT TADE	8 1	. (1	ļ	1 1		8			1	1	8	•	1	•	1
TANADANAM DRAF RATE		9	•	,	ı		1	8		1	8	•	1	•	9	8
FULL ATEN SELATED SERVICE	-	421	11.0	125.2	-	235	1.6	16.5		•	8		9	4	9	8
HEALTH, WELFARE SERVICES .		1))	1		1		1	8	į	9	9	1	1	9
RECREATIONAL SERVICES		å	1	8		•	•		8			8	•	8	·	8
MANAGEMENT SERVICES		1		•		f	*	*		•	8		•	8	1	8 .
PERSONAL SERVICES			1	*	1	•	1	9	1	•	1	8	ş	8	8	8
MISCELLANEOUS SERVICES	•	•	1	1	8	1	8	1	¥	*	8	8	8	1	8	8 . :
FEDERAL ADMINISTRATION	8		1	8	١		3	a	8		8	2	3	9	8 -	3 . 1
PROVINCIAL ADMINISTRATION	1	•	•	1	8		1	•	1 -	1 6			9	a 1) [
LOCAL ADMINISTRATION	1	1	9	8	ì	8	•	8	-	305	5.	24.0	•			

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

ENTS	CENTS PER T HOUR			1	1.		0	1	1	. 0	8	8		8	1	-/ . (1			i 8		5 6				0	1	1	8 1	8 1) (1) (1 1	. 1		1 1	0 1		1	1		1
AGREEMENTS	PER									·	·	·	·	·	•				•	•	•		, •			,	•	•				' '				•	,	'		,		1	1	•	•
FOUR-YEAR AC	EMPLS	1 1		I	1	•	0	1	ı	6	ı	1	ı	1		1	1	1	6	1	8					ł	•	4	8	1) (1	1		•		1	1 (]	•	8	C	0
FOUR-	AGRTS	1 1		ı	1	1	ı	ı	1	8	1		9	1		ŧ	8		ı	ı	ş	ì	1 0			1		B		B (1	. 8		1		8		1	9 1	B 1	6	ı	1	
STNE	PER HOUR	71.4		61.9	8		8		80.0		0	1	1	1	1	0		1	34.6		91.0	9		0		84.3		84.3		1	1		6	0			1	1	ı	1 1		0	8	0	1
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THREE-YEAR A	EMPLS	1,183	(933	•	6			420	8	1	!	1	1	-	8	1	9	300)	213	ı '		•	1	250	1	250	8 () (8	•	9	0			8	1	3 (. (8	•	ı
THREE	AGRTS	4 4	•	-	ı	1		ı	_		t	8	1	1	1	3		3	-	• 1	_		Ð	8	,	~		→	8 (8		0		1	Đ			} 6	ı	1	0 1		ı
S	CENTS PER HOUR	131.8	0	10201	12.	1		1.	-	0	S	8	41.	18.	44	3	84.	~	9	0	82.7		0	93.0	,	4 " 45			1000	0 1	3	60.3				110	03.4))	7	27.00	0	C	0 0	ט ט	2
AGREEMENTS	CENT	11.6		101	2 • 1	E			2	6		3.7	7.2	1.0	9.0	0.5	0.3		7		10.3			11.4	l i	2	1	c	0.0	11.6	0	0 - 1	1	1	ı	0	16.1)	- 0	7.1	0	gar.	1 0 0 0 1		Ô
WO-YEAR AG	EMPLS	83.617	•	0 1	30			3	S	1	S	~	26	-	0	00	-	N	0	0	251		9	330	i	27,510	•		0 0	1.125	4	283)	8	8	946	1,993		-	000	>	107	4.040	000	007
TWO-	AGRTS	78		ດາ	20	8			4	-	_		_	©	~	-	_	-	~	-		-		-		23	1	1 -	- I	-	• 1	-	9	1	8	c	· •		^	. —	۱ ا	-		- ۱	7
TS	CENTS PER HOUR	104.9	c	\$. D . T	ı	ı	ŀ	1		1		1	8	8	0.64	8	1		8	19.5		1	ı			10001	a -	0 1	1 8		1	8	1		8	9	75.			1	7) [A 4 A C		\$
AGREEMENT	PER	12.6		n • /	ŧ	1	ı	ı	1	1	1	1	ı		10.0	8	1		8	3,1	1	ı	ı	1	P		ı	D (1 8	8	1	0	1	1		r)		7		- 1	~	0	2 6	0	K . J
ONE-YEAR AG	EMPLS	70,025		00241	1	ı	8	1	ı		ı	•	ı	1	800	ł	1		1	450	a	1	1	ı		5//480			3	1	*	t	1	1	ı	21,944		635		8	330) [20,000		2 2 2
ONE	AGRTS	69	C	າ :	1	ı	ŧ	8	2	8	•	8	1	3	-		1	3	ŧ	PG	1	ı	1		;	00	8	1	1	1	B	ā	ı		1	EM C		2	1	å	_	• CC	o •c	· -	
	INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).		• • • • • • • • • • • • • • • • • • •			2.	LEATHER		KNITTING MILLS	CLOTHING	0003	FURNITURE, FIXTURES	PAPER	PRINTING. PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	•	MISCELLANEOUS MFG	+ CHOC COAD ONE OF THE AMEN AND AND AND AND AND AND AND AND AND AN	FORESTEY CONTRACTOR CONST	MINING DIADOVING	TOWN TO THE PROPERTY OF THE PR	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	TRADE	RADE	FINANCE	•	EDUCATION, RELATED SERVICE	ARE SERVICES	ES	0	RSONAL SERVICES	MISCELLANEOUS SERVICES	DERAL ADMINISTRATION	RO	OCAL ADMINISTRATION	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982, BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

	;	AGREE	ONE-YEAR AGREEMENTS	AGRE	TWO-YEAR AGREEMENTS	THREE	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENT	FOUR-YEAR AGREEMENTS
	ALL AGREEMENTS	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	COL	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	185	~	69	23	78	10	4	1	1
NUMBER OF EMPLOYEES AFFECTED	187,201	421	70,025	28,350	83,617	3,605	1,183	8	8
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	12,3	11.0	12.7	11.9	12.4	7.0	10.0	î	ß
SECOND 12 MONTHS OF AGREEMENT	6°6	1		9.1	10.4	3.9	9.1	3	8
THIRD 12 MONTHS OF AGREEMENT	4.8	8				3.6	8.6	5	8
FOURTH 12 MONTHS OF AGREEMENT	8	4		ı	9			1	9
FIFTH 12 MONTHS OF AGREEMENT	ŧ	9	1	1	ł		8	8	8
AVERAGE OVER LIFE OF AGREEMENT	11.7	11.0	12.6	10.5	11.6	S. 0	6.9	1	
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	114.6	125.2	105.0	94.3	132.4	66.3	68.5	ı	8
SECOND 12 MONTHS OF AGREEMENT	111.4	ŧ	1	81.3	126.0	34 .6	70.6	1	ı
THIRD 12 MONTHS OF AGREEMENT	43.9	•		1	ě	34.0	74.3	8	
FOURTH 12 MONTHS OF AGREEMENT	9	8	ð	1		1		8	1
FIFTH 12 MONTHS OF AGREEMENT	ě		1	3	ı	•		0	•
AVERAGE OVER LIFE OF AGREEMENT	113.0	125.2	104.9	87.8	131.8	44.9	71.4		ı

														- '	<i>y</i> –																											
	FOURT		•	8 8		8	8		0		8	4	8		8	8 1	0 (0	. 8	1	0			0 1	1	8	0	0		1	ń	8	8 -	8 (} (3 8			1		8	1
FAR	THIRD		•	1 1	į			ş	į	*	į	8	į	8	8) (. (į	ŧ	Ţ	8		ğ t			. 1	į	į	8	ļ.	ŧ	9 - 1	9 9	1	1 1	ş	9	į	į	ŧ	1
FOUR-YEA AGREEMEN	SECND			1 1	- 6		8		8	1		8	ı	0 (1	1	1	8	F	8		1	1 1	1 8		ě	8	8	8	8	8	1		3		8	1	6	ě	ı	1
	FIRST		1	1 1	8	8		8	8	ŧ		ı	2	8 () (0			1				1		1	8		9	1	∅.		6 1	1 1	1 8	9	•	3	1	1	8	B	
	FOURT	1 3	•		-	8	1	8	8	ı	B	8	0 i			8		1		ı		ŧ		8		8	1	8	8	₿ - i	ı		9	- 8	8	8	1	8	8	1	1	
-YEAR MENTS	THIRD	4 4			*		9	11.4	8						0	- 0	9 4	2.3	- 0		ļ	•	-	B	20.4			1	ŧ	8 (1	1 (8	1	8	ł	9		7.0	1
THREE	SECND 12MOS	ທູດ			1		8	10.5	8	8		9 (• (0.6	D .	- 6	0	2.3		8	ı		6.0	•	40		ě	ŧ	ı	ŧ (1	1 1	8	8	1	1	1	8			10.0	t
	FIRST	8 8		• 1	ŧ		ı	11.7	•		ğ i	0 (1 1	4.6	В	11.9	4	6.1	- 9	8		ļ	10.5	,	11.7	1	1	i	8	1 1	1	8			ı		8	8	ı		6.7	1
S	THIRD	1 1	0	1	!	1	1	1		8	0 1	1 1		8		1		8	8	8					8	1	0		1 :	1 1	0	8	8	ŧ	8		0	8	8	1	1	- 1
10-YEAR	SECND 12MOS	10.1		4.6	1		-	11.7	4	· .	0			6	0	•					9.1		7.6	8		0.6			7.0	9	8	1	- 6	15,5			6°2		0	11.7	0	10.7
AGR	FIRST	12.3	0	10.8	*		0	12.9	<u>.</u> ,	ໍດ	, v	9 0) (} }		0	o.	ô	14.4	-		10.0	6	12.8			12.0	1	n'ı	1001	J	1	1	2	16.8		20.0			2 .	14.0		12.2
-YEAR EMENTS	SECND 12MOS	1 1	â		B		9	1	8	0 (1 0		0	ı	9	ı	ŧ	Ø	0	8	8	8	8	ŧ	8		ŧ	1) (8		8		2		i	1	8	1	ı	ı	1
ONE-Y	FIRST	12.6	7.5	ı		8	*	1	1			ŧ	10.0			8		3.1	1	1	1	6	12.7	ŧ	•	8	1	8 1	1 8		1	8	-	12.0	0	•	(2	0	13.9	·	1
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	INDUSTRY	ALL INDUSTRIES (INCL CONST) ALL INDUSTRIES (EXCL CONST)	URING	VERAGES	TOBACCO				KNITTING MILLS	CLOTHING	000M	FURNITURE, FIXTURES	PAPER	PRINTING, PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP		LS	PETROLEUM, OIL	OHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL. CONST.)	FORESTRY	MINING DUARRYING	TRANSPORTATION	STORAGE	TIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	RETAIL TRADE	FINANCE	REAL ESTATE .	EDUCATION. RELATED SERVICES	HEALTH, WELFARE SERVICES	RECREATIONAL SERVICES	MANAGEMENT SERVICES		MISCELLANEOUS SERVICES	FEDERAL ADMINISTRATION	NCIAL ADMINISTRATION	LUCAL AUMINISTRATION	CONSTRUCTION

FOURT 12M0S SECND THIRD 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS FOUR-YEAR AGREEMENTS AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE FOURT FIRST COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE SECND THIRD 8.6 8.8 4.7 1 4 1 8.0 8.0 THREE-YEAR AGREEMENTS 9.1 9.2 7 6 8.9 8.9 1 FIRST SECND THIRD FIRST 10.0 10.9 0.6 6.9 1 1 AGREEMENTS TWO-YEAR 10.4 10.8 9.5 100.00 100.00 100.00 100.00 100.00 100.00 1.6 6.6 0.6 12.2 10.0 -7.4 9.7 6.6 11.7 10,7 12.4 11.8 10.0 13.2 12.0 13.0 12.0 13,3 20.0 1 12.2 12.0 14.0 11.9 SECND AGREEMENTS ONE-YEAR 12MOS 12MOS 12MOS 12MOS 12MOS 12.7 10.0 11.5 110.9 ALL AGREEMENTS 8 8 6 6 8.8 4.6 8.0 0°0 10.4 10.7 9.8 8.9 2.2 0.01 9.7 6.6 11.7 10.7 2.5 11.4 110.1 110.0 110.0 120.0 10.0 2.8 6.9 3.0 200.7 200.7 200.7 200.7 100.5 113.9 112.9 12.2 CONST) .. TOBACCORUBBER, PLASTICS CONST) .. PRIMARY METALS FOOD, BEVERAGES EXTILES CLOTHING PRINTING, PUBLISHING FORESTRY FINANCEINSURANCE, REAL ESTATE KNITTING MILLS PAPER TRANSPORTATION EQUIP ELECTRICAL PRODUCTS PETROLEUM, OIL MISCELLANEOUS MFG NON-MANUFACTURING (EXCL CONST) TRANSPORTATION RETAIL TRADE HEALTH, WELFARE SERVICES .. RECREATIONAL SERVICES MANAGEMENT SERVICES PERSONAL SERVICES MISCELLANEOUS SERVICES FEDERAL ADMINISTRATION CONSTRUCTION LOCAL ADMINISTRATION PROVINCIAL ADMINISTRATION NON-METALLIC MINERALS FURNITURE, FIXTURES ALL INDUSTRIES (INCL ALL INDUSTRIES (EXCL INDUSTRY MANUFACTURING MACHINERY CHEMICALS

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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	INDUSTRY	ALL INDUSTRIES (INCL CONST)	0	FOOD, BEVERAGES	TOBACCO	RUBBER, PLASTICS	LEATHER	MAITTING MILLS	OLUTIO DATE ON THE OWNER OF THE OWNER OF THE OWNER OWN	0003	FURNITURE, FIXTURES	PAPER	PRINTING, PUBLISHING	PRIMARY METALS	MACHINEDA	TACHINGKI	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	TROLEUM, OIL	OHEMICALS	SCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST)	FORESTRY	MINING. QUARRYING	TRANSPORTATION	STORAGE	S	WEDLESALE TRADE	RETAIL TRADE			EDUCATION. RELATED SERVICES	HEALTH, WELFARE SERVICES		MANAGEMENT SERVICES	ASONAL SERVICES		COURAGE ADMINISTRATION	ACCIDE ADMINISTRATION	COCAL ADMINISTRATION

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982.

BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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	INDUSTRY	ALL INDUSTRIES (INCL CONST)	UFACTURING	FOOD, BEVERAGES	DEPARTO DI ANTICS	HER	TILES			FURNITURE, FIXTURES	DD INTING DUD TO THE	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	NON-METAL TO MINERAL A		OHEMICALS	LANEOUS MFG	NON-MANUFACTURING (EXCL CONST)	FORESTRY	TRANSPORTATION	STORAGE	FIRETRIA GAS EATED	WHOLESALE TRADE	RETAIL TRADE	THNANCE	. (FARE SERVICES	RECREATIONAL SERVICES	NAGEMENT SERVICES	RSONAL SERVICES	ISCELLANEOUS SERVICES	PROCESAL ADMINISTRATION	LOCAL ADMINISTRATION	CONSTRUCTION

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN SECOND QUARTER OF 1982, BY SIZE OF INCREASE

AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	EMPLS		631 95,964 5,960	1,193	1 0 6			631	300	1,472	3,908	34,928			100	37,800	2,000		6 1	ŧ	1 1		9			•	, ,	400	1,300	
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AGREEMENTS WITH COST-OF-LIVING CLAUSE	EMPLS	EXCLUDING CONSTRUCTION	3,227 2,139 27,010	111	1 1	• •		1.347	1.890	585	5.479	19,052 2,873		CONSTRUCTION		B	1 1	1	1 1	8 1			•	6	1 1	1	1 1	ŧ	6 B B	
AGREEMEN COST-OF-LIV	AGRTS	INDUSTRIES. E	507	1 1 1	• •		6.6	ŧΘ	 4	1 12	·D	N 0 1-	80 50 50	CONS	1 9	0		1	1 1	1 1		ı	,	,	1 1	1	1 1	0	1 1 1	,
AGREEMENTS	EMPLS	ALL	3,858 10,716 122,974 5,960	1,193	1 4	1 1		1,347	2,190	1,472	4,108	35,478 33,736 48,780			2.700	37,800	2,000	ı	1 1	1 1	•		1	1	1 1		1 1	400	1,300	
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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO, THIRD QUARTER 1982

Prepared by
Research Branch
Ontario Ministry of Labour
December 1982



Hon Russell Ramsey Minister

T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1981. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

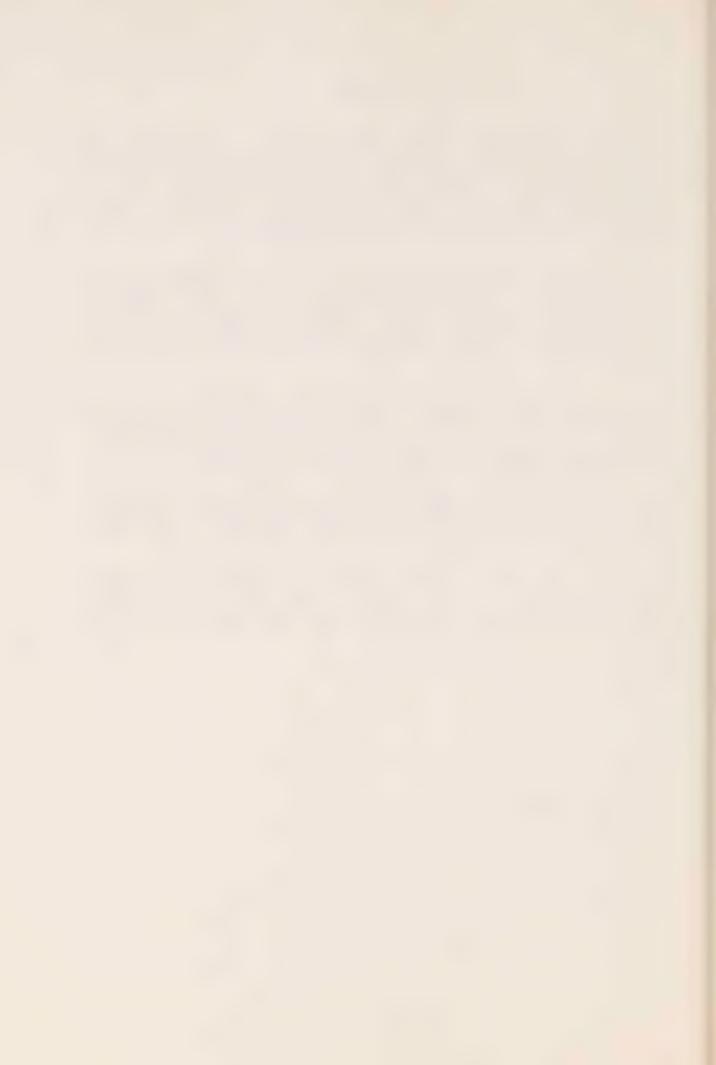
The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases. These are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by Carmel Hill and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Toronto December 6, 1982



Highlights

During the third quarter of 1982, a total of 128 collective agreements covering 124,835 employees were negotiated for bargaining units of 200 or more employees. Both the number of settlements and the number of employees covered by those contracts were down from the second quarter, when 185 settlements covering 187,201 employees were negotiated. Bargaining activity in the third quarter was again concentrated in the non-manufacturing sector. Two-thirds of the total number of settlements covering 61 percent of the total number of employees were in this sector.

The average annual base wage increase for all settlements in the third quarter was 7.6 percent. This represents a decline of 4.1 percentage points from the second quarter of this year when settlements averaged 11.7 percent. However, this observed decline in the overall average negotiated increase for the third quarter should be interpreted with caution because it is heavily influenced by two major settlements at Inco and General Motors and does not reflect the value of cost-of-living allowances (COLA) that will be paid during the term of new agreements. The influence of these factors on the third quarter estimate is dealt with in more detail later in this overview.

The third quarter data show substantial variation in negotiated increases by industry sector. Average annual increases ranged from a high of 13.9 per cent in construction to a low of 4.3 per cent in manufacturing. The average negotiated increase in the non-manufacturing sector was $9.1~{\rm per}$ cent.

A more accurate measure of the underlying trend in annual negotiated wage increases is provided by the increases in settlements that do not contain COLA. For these settlements, the annual increase averaged 10.8 per cent in the third quarter. This represents a decline of 1.3 percentage points from the average increase of 12.1 percent for settlements without COLA in both the first and second quarters of 1982.

		AVERAGE ANNU		
	Third Qua	rter 1982	Second Qua	rter 1982
	Per cent	Cents per hour	Per cent	Cents per hour
All Industries (excluding				
construction	7.6	72.0	11.7	113.0
Agreements with COLA	3.6	35.3	9.9	83.5
Agreements without COLA .	10.8	101.4	12.1	119.2
Manufacturing	4.3	41.5	9.4	83.2
Agreements with COLA	1.7	16.6	5.1	44.2
Agreements without COLA .	10.5	100.8	10.7	95.1
Non-Manufacturing (exclud-				
ing construction)	9.1	83.6	12.0	100.0
Agreements with COLA	5.8	58.9	10.7	90.4
Agreements without COLA .	10.6	95.3	12.4	102.7
Construction	13.9	176.6	11.9	165.6
Agreements with COLA	_	-	-	
Agreements without COLA .	13.9	176.7	11.9	165.6

The presence of a COLA clause is related partly to the duration of an agreement. For example, in one-year agreements only three out of sixty settlements contained COLA; for the two-year agreements, sixteen out of sixty settlements contained COLA; and for three-year agreements, six out of the eight settlements had COLA. In terms of employees covered, the pattern is similar. Of the employees covered by one-year agreements, 2.5 percent have COLA; for the two-year agreements 56 percent of the employees are covered by COLA; and for three-year agreements 94 percent are covered by COLA.

COLA clauses should be taken into account in order to interpret negotiated wage increases accurately. As mentioned earlier, the wage settlement data in the third quarter combining the agreements with and without COLA appear to show that the size of annual increases being negotiated dropped substantially to 7.6 percent. However, the 25 settlements with COLA averaged base-wage increases of 3.6 per cent and this group, with 55,604 employees, represents nearly 45 percent of the weight in the overall figures. Two significant settlements with COLA - Inco and the Steelworkers and General Motors and the Auto-workers - provide relatively small scheduled increases and this has the effect of bringing down the wage settlement statistics for the overall category. However, the workers covered by these two agreements could receive wage increases over the term of the agreement that are similar to those negotiated in the third quarter for settlements without COLA if the rate of inflation does not abate. Because the settlement with COLA data are difficult to interpret, and this in turn makes the overall data also potentially misleading, the settlement without COLA data provide a better indication of the underlying trend.

The data in Table 13 provide further amplification on the merits of looking at settlements without COLA for the underlying trend. As can be seen from the table, for settlements with COLA the bulk of employees - 40,220 out of 55,604, or 72.4 percent - are covered by agreements in which the scheduled base rate increases averaged less than 5.0 percent per annum. On the other hand, in the agreements without COLA over half of the employees - 34,840 out of 64,881, or 53.7 percent - are covered by settlements in which the average base-rate increases fall into the range of 10.0 to 14.9 percent.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982, BY DURATION OF AGREEMENT

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FOUR-YEAR	0	ŧ		0	1	è		8	6	9
THREE-YEAR AGREEMENTS	60	12,552		1.1	9.0	9.6		10.1	5.2	87.4
TWO-YEAR AGREEMENTS	09	76,647		6.7	6. • 4	7.6		68.6	42.7	101.7
ONE-YEAR AGREEMENTS	09	35,636		11.8	7.5	11.9		101.0	81.1	101.5
AGREEMENTS	128	124,835		7.6	3.6	10.8		72.0	35.3	101.4
AVERAGE ANNUAL INCREASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEES AFFECTED	AVERAGE PER CENT INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE	AVERAGE CENTS-PER-HOUR INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982, BY INDUSTRY

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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

	2	IN IMINO GUANIEN	UAKIEN	ò	1982, 87	INDUSTRY		AND DURATION OF		AGREEMENI	-					
	ONE	ONE-YEAR AGREEMENTS	REEMEN	15	TWO	TWO-YEAR AG	AGREEMENTS	TS	THREE	THREE-YEAR A	AGREEMENTS	ITS	FOUR-	FOUR-YEAR AGREEMENTS	REEMENT	Ŋ
INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRITS	EMPLS	PER	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	57	34.740	11.9	101.5	→ ®	33,741	9.7	101.7	~-	750	0.00 0.00	30.9	ě, ě	1 1	1 1	1 4
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PRINTING, PUBLISHING	0	8	B		8				ě		1		i			9
PRIMARY METALS	~	226			8		1	1		8	0	8	å		1	
FABRICATED METALS				ŧ	~	225	4.6	53.5	8	à	1	8	i	3	9	8
MACHINERY	8		ŧ	0	B	ł	8	1	8	1		ě	ě		0	8
TRANSPORTATION EQUIP		8	8		8	1		ŧ	8		8	8	i	0	9	8
ELECTRICAL PRODUCTS		I		ŧ	8	ŧ	8	ı	8	å		á	ě		9	
NON-METALLIC MINERALS		8		ŧ	2	760	11.6	122.9	ġ	â	6		ů	8	9	
PETROLEUM, OIL		1	8		8	1				İ	1	3	i	8	8	8
CHEMICALS	-	230	4 15	80.0		1	ŧ	6	6	å		8	i			8
MISCELLANEOUS MFG	1	1	•		2	908	8.2	43.2	b	8	9	á	â	8	8	8
NON-MANUFACTURING (EXCL CONST	60	33,584	12.1	103.4	10	18.084	0	6		000	ě	0	i	ı		1
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IN. RELAT	28	16,583	11.9	113.9	2	580	7.8	65,3	8	8	ė	8	ā			8
HEALTH, WELFARE SERVICES .	15	5,164		90	2	(7)		85,5	9	â	8	9	ě	8		ı
RECREATIONAL SERVICES	8	1	1	B	8	8	6	8	1	å	1	ı	ā	0	8	D
MANAGEMENT SERVICES	ě	•	•	t	•		â	ŝ	8	ı		*	i	1	ı	9
PERSONAL SERVICES	0	1	0	8	á	1	8	8		ė	8	ě	i	8	•	8
MISCELLANEOUS SERVICES	0	1	1	8	1	1	8	8	8	Ó	ŧ	8	i		8	1
FEDERAL ADMINISTRATION	E)	2,128	8.9	9	7	6,340	5,5	57.5	8		3	8	Ô		8	8
PROVINCIAL AUMINISTRATION	~	3.080	5.5	(2)	1	J	P		8	2	1		i	8	9	0
LOCAL ADMINISTRATION	P)	1,089	0.	43.	R	1	8	8	ı		1	1	i			0
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TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES. NEGOTIATED IN THIRD QUARTER OF 1982.
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

		ONE-	ONE-YEAR AGREEMENTS	TWO-	TWO-YEAR AGREEMENTS	THREE	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENT	FOUR-YEAR AGREEMENTS
AVERAGE INCREASE	ALL AGREEMENTS	CLAUSE	WITHOUT COL CLAUSE	COL	COL	COL	COL	COL	COL
NUMBER OF AGREEMENTS	126	M	57	16	*	•	~	ė	6
NUMBER OF EMPLOYEES AFFECTED	124,835	896	34,740	42,906	33,741	11,802	750	i	0
AVEDAGE DER CENT INCREASE IN									
FIDE 12 MONTHS OF AGREEMENT	7.6	7.5	11.9	a. B	10.2	0.6	12.0	8	á
<u>_</u>	17. 60		1	4.8	80	9.0	0.6	Ď	ā
- 6	100	8	8	6	8	9.0	6.9	ů	8
) 	1	8	8	8	8	ů	8	B	á
	ı	1	8	6		ė	8	0	ė
AVERAGE OVER LIFE OF AGREEMENT	7.6	7.5	11.9	£ • 4	6.4	9.0	9.6	8	1
AVERAGE CENTS-PER-HOUR INCREASE IN				7		4	107.0	ė	8
FIRST 12 MONTHS OF AGREEMENT	70.0	010 1010	COTOT	7007	00101	. 4	78.1	á	
SECOND 12 MONTHS OF AGREEMENT	61.0	0 1	. 1	0	u 1	- 60 - 47	73.5	à	8
THIRD 12 MONTHS OF AGREEMENT	0 1	1 8		. 8	ě	i ii	8	i	6
FIFTH 12 MONTHS OF AGREEMENT		8					8	Ó	i
AVERAGE OVER LIFE OF AGREEMENT	72.0	61.1	101.5	42.7	101.7	5.2	87.4	•	ø

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982. BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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| | INDUSTRIES (INCL. | EALL | MANUFACTURING | TORACCO | | | ٠.
 | KNITTING MILLS | CLOTHING | MOOD | FURNITURE, FIXTURES | PAPER | PRINING PUBLISHING | FARDICATED METALS | MACH CALL STATE OF ST | TANATA NOT PATACONAL | FLECTRICAL PRODUCTS | NON-METALLIC MINERALS | PETROLEUM, OIL | CHEMICALS | MISCELLANEOUS MFG | NON-MANUFACTURING (EXCL CONST)
 | FORESTRY | MINING QUARRYING | CTODACE | O C C C C C C C C C C C C C C C C C C C | ELECTRIC GAS WATER
 | WHOLESALE TRADE | RETAIL TRADE | TINANCE | INSURANCE, REAL ESTATE | HEALTH DELEGE SERVICES | RECREATIONAL SERVICES
 | MANAGEMENT SERVICES | PERSONAL REDVICES | | CTDATION | PROVINCIAL ADMINISTRATION
 | | | COMSTRUCTION |
| | 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12 | 12MOS | 12MOS | INCL CONST) 7.6 5.8 1.0 = 11.8 = 6.7 6.5 = 1.3 1.1 1.0 = EXCL CONST) 7.3 5.5 0.7 = 11.8 = 6.3 6.3 = 0.7 0.8 0.7 = 6.5 = 13.7 5.0 2.6 = 4.8 = 3.7 5.1 = 3.6 2.5 2.6 = 6.8 = 6.9 5.1 = 6 | INDUSTRIES (INCL CONST) 7.6 5.8 1.0 - 11.8 - 6.7 6.5 - 1.3 1.1 1.0 - 11.8 - 6.3 6.3 - 0.7 0.8 0.7 - 10.0 | INCL CONST) 7.6 5.8 1.0 - 11.8 - 6.7 6.5 - 1.3 1.1 1.0 - 12.0 CONST) 7.3 5.5 0.7 - 11.8 - 6.3 6.3 - 0.7 0.8 0.7 - 13.0 1.0 - 12.7 11.2 - 12.7 11.2 - 13.0 10.0 10.0 - 13.0 10.0 10.0 - 13.0 10.0 10.0 - 13.0 10.0 10.0 - 13.0 10.0 10.0 - 13.0 10.0 10.0 - 13.0 10.0 10.0 - 13.0 10.0 10.0 - 10.0 10.0 - 10.0 - 11.0 10.0 10 | INCL CONST) 7.6 5.8 1.0 = 11.8 = 6.7 6.5 = 1.3 1.1 1.0 = 12.0 CONST) 7.3 5.5 0.7 = 11.8 = 6.3 6.3 = 0.7 0.8 0.7 = 12.0 = 12.7 11.2 = 12.7 11.2 = 12.7 11.2 = 12.7 11.2 = 11.6 10.0 = 13.0 10.0 = 12.0 = 12.7 11.2 = 11.6 10.0 = 13.0 10.0 = 12.0
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12405 | 12405 | 12405 | 12405 1240 |

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982,

9	BY INDUSTRY, DUR	STRY	-	TION OF	AGREEMENT		AND 12-	-MONTH P	PERIODS OF IN	S OF I	CREAS	£ 7029					
	AL	ALL AGREE	EMENTS		ONE-YE	EAR	AGR	O-YEAR EEMENT	S		THREE-	-YEAR MENTS			FOURLY	EAR	
INDUSTRY	FIRST	SECND	THIRD	FOURT	FIRST	SECND	FIRST	SECND	THIRD IZMOS	FIRST	SECND 12MOS	THIRD	FOURT	FIRST	SECND 12MOS	THIRD I	FOURT
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CONSTRUCTION

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD GUARTER OF 1982.
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND. 12-MONTH PERIODS OF INCREASE TABLE 10

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TABLE 11

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982.

BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1982

Prepared by
Research Branch
Ontario Ministry of Labour
May 1983



Hon Russell Ramsay Minister T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1982. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour. For further information on any of the tables, please call Carolynn Beange, (965-6886).

Toronto May 16, 1983



During the fourth quarter of 1982, 157 collective agreements covering 217,678 employees were negotiated in Ontario for bargaining units of 200 or more employees. The non-manufacturing sector (including construction) accounted for two thirds of the settlements and four-fifths of the workers involved in the fourth quarter. Within the non-manufacturing sector, transportation, communications, retail trade, education, and federal administration dominated settlement activity. In manufacturing, the transportation equipment industry accounted for over one-half of the employees due to the large-unit settlements at Ford Motor Co. and Chrysler Canada.

The average annual base wage increase for all settlements during the fourth quarter was 6.3 per cent, down 1.3 percentage points from 7.6 per cent in the third quarter. For agreements with cost-of-living clauses (COLA), the average base wage, which excludes any future COLA related increase was 3.0 per cent, also down from the third quarter average increase of 3.6 per cent. For agreements without COLA the annual increase was 6.8 per cent, compared to 10.8 per cent in the third quarter. The quarter-to-quarter decline in average annual increases occurred in all major sectors, as indicated in the table below.

		Average Annua		
	Fourth Qua	arter 1982	Third Qua	rter 1982
	Per cent	Cents per hour	Per cent	Cents per hour
All Industries (excluding				
construction)	6.3	60.8	7.6	72.0
Agreements with COLA		28.8	3.6	35.3
Agreements without COLA	6.8	65.9	10.8	101.4
Manufacturing	4.8	40.6	4.3	41.5
Agreements with COLA		19.2	1.7	16.6
Agreements without COLA .	8.8	74.3	10.5	100.8
Non-manufacturing (exclud-				
ing construction)	6.6	65.7	9.1	83.6
Agreements with COLA	8.6	94.2	5.8	58.9
Agreements without COLA .	6.6	65.1	10.6	95.3
Construction		170.4	13.9	176.7
Agreements with COLA			**	-
Agreements without COLA .	11.0	170.4	13.9	176.7

The 20 agreements with COLA in the fourth quarter were concentrated in the manufacturing sector, particularly the transportation equipment industry. Together, Ford and Chrysler employees represented over 70 per cent of all the employees who settled during the quarter with agreements containing a COLA. The four non-manufacturing sector agreements with COLA were all in the transportation industry. In total, 13.7 per cent of all employees were covered by settlements containing COLA, compared to 44.5 per cent in the third quarter. Variations in the incidence of COLAs from one quarter to the next is most

likely the result of bargaining cycles of the different firms and the influence of large-unit settlements rather than a change in the general trend to bargain COLAs.

Table 3 provides a breakdown of agreements by duration. Two-year agreements were most common, representing 60 per cent of all agreements, and just over 70 per cent of the employees covered by fourth quarter settlements. One-year agreements accounted for 30 per cent and 25 per cent of the employees. The increase in the proportion of two-year agreements to 60 per cent from 47 per cent in the third quarter is partly attributable to the large number of settlements which were subject to the federal two-year wage restraint legislation in the transportation industry and in federal administration. Also, as shown in Table 5, the average annual increase in base wages in two-year agreements without COLA was 6.7 per cent, compared to 7.3 percent in one-year agreements and 6.5 per cent in three-year agreements.

Tables 6 to 12 inclusive provide information on increases in base wages by 12-month periods. In manufacturing agreements without COLA, the first 12-month average increase was 9.3 per cent, the second 12-month increase was 8.4 per cent, and the third 12-month increase was 6.4 per cent. In the third quarter, the corresponding increases were about 2 percentage points higher at 11.3 per cent and 10.1 per cent for the first and second 12-month periods respectively (there were no three-year agreements).

Table 13 shows that average annual base wage increases in the fourth quarter were concentrated in the 5.0-9.9 per cent range and covered 74 per cent of the total employees. Eighty-four per cent of the settlements without COLA, involving 83 per cent of the employees covered by the settlements, fall in this range. In cents-per-hour terms, one-half of the agreements without COLA provided average annual increases between 30 cents and 69.9 cents, covering 62 per cent of the employees affected. However, increases of \$1.00 or more were provided in 24 per cent of these agreements and covered 20 per cent of the employees.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGUTIATED IN FOURTH QUARTER OF 1982, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	157	27	オグ	16		•
NUMBER OF EMPLOYEES AFFECTED	217,678	53,594	156,567	7,517	8	8
AVERAGE PER CENT INCREASE FOR						
ALL AGNEEMENTS	6.3	6.5	6.2	7.3	ı	1
AGREEMENTS WITH COL CLAUSE	0.5	2.7	1.5	7.0	6	1
AGKEEMENTS WITHOUT COL CLAUSE	20 0	7.3	6.7	.v. • 0	8	ı
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGKEEMENTS	61.5	6.99	59.5	71.3	ı	ŧ.
AGREEMENTS WITH COL CLAUSE	28.8	23.8	14.6	75.9	ı	ı
AGHEEMENTS WITHOUT COL CLAUSE	1.99	76.6	8.69	59.5	9	t

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MURE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1982, BY INDUSTRY

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HOUT	CENTS PER HOUR	66.3		4			43.8	·		26.		0 0 0		0 2	49						d	0 4 3 0 U	o D	65.1	1		58.3			2.50	ŕ	000	1		7.0%	ģ		4.49	1	8	42.1	61.0	0.84	170.4
NIT VING	PER	000		0	-	ŧ	6.8			ů.		'n		13.4					0 0			10		9.9	·		ນ		ភ្នំព	5.0		0 0	t		Q ° V	*	ŧ	6.9	0	•	ທີ່			11.0
AGREEMENT OST-OF-LI	EMPLS	187,823	CU	-	760		830	680		01	-	യ	OD	33.0	O '	ی حر	N C	1000	- C	v	<)	169,867	į		28,957		21,258	-		144402	8	ı	521152	ı		920	8	1	409664	1,700	S	1,428
3	AGRTS	137	39	2	-	8	2	2		-	CU.	-4	0	em q (~ (ໆ .	→ (יז (יי			• -		→	96	1	ı	20	ţ ·	3 (N		77	1	# 1	27	ļ	•	8	•	8	18	~	00	2
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AGREEMENTS 0ST-UF-LIVING	EMPLS	29,855	3		1	1	1	642		6	•	ı	ŧ	ŧ	i	114	-	11467	977	8	ı	- 1	400	3,818	•		3,818	8	ı	E	4	î	•	ı	8	1	1	ð	ı	1	•	1	1	ŧ
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0	CENTS PER HOUR	61.5 60.8	9	3	102.7		3	0.59		26.	0	.04	70	78.8	ô	6	o.	o 20 (ů.	ŝ		9.69	0	1.59	ı		62.5		0	85.2		9.16	ı		90°1	\$	1	4.40	ı	•		61.0	48.0	170.4
ALL AGREEMENTS	PER	0 0 0			10.6			10.6					- 9	13.4								10/		9.9			S. C.		ហ			D • O	P		9.0	1	1	6.9		1				11.0
ALL AGH	EMPLS	217,678	42,565	1.525		•	830	1,322		202	570	288	4,786	1,350	385	1,167	250	24,530	2,927	220	1 (200	1,550	173,685		1	32,775	1	21,258	266.9		25,441	ı		25,722	1	1	920	1	•	409.64	1,700	9,268	1.428
	AURTS	157	55	4	-	1	2	4	á		2	~	6	4	_	S	~		00	~	1		2	100	1	i	54			2		-	ŧ		27	8		2		1	18	~	20	2
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TWO-YEAK AG	EMPLS	56,567	25,526	160	460	1	830	680	ı	F 70	000	3,736		385	069	1	14,472	1,335	220	8		1,100	29,613	8	C	100607	21,254			25,441	ŧ	1000	7	1 1	600	> 1		509°65		*	1,448	
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AVERARY, AMNUAL INCREASES, IN BASE MAGE KATES IN COLLECTIVE BARGAINING AGREEMENTS
BY INDUSTRY AND DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE UNTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

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HREE-YEAK A	EMPLS	5,418	1,970		1	1		645	ı	1	•	1	1	•	1	277	1	310	226	1	1	•			3,448	0		30448	1	ľ	1	•	1	1	•	ı	t	t	1	1	•	1		•	
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-YEAK AG	EMPLS	14,617	14,247		1	•	1	1	1	1	ı	•	8	1	1	•	\$	14,247	1	1	1	1	•		370	1	1	370	ı	1	ŀ	i	1	•	1	1	ı	•	1	1	1	6	1	ı	
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WITHOUT COSTING -LIVING CELAUSE CONTEXTOR 2015 OF MACE UNTAKED EMPROYMENS, NEGOTIATED IN FOURTH QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OF MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1982, BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT TABLE 6

FOUR-YEAR AGREEMENTS	WITHOUT COL CLAUSE	í			8	œ.	į	1	ā		8	8	8		B	ı
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TWO-YEAR AGREEMENTS	WITHOUT COL CLAUSE	30	141,950		7.1	2.0	8	8	8	6.7	66.1	61.0		8	ı	63.8
AGREI	WITH COL CLAUSE		14,617		000	2°6	1	•	ř	1.5	8	72.0		ı		14.6
ONE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	45	43,774		7.3	1	ı	8	1	7.3	76.7	. 1	ı	1	ŧ	76.6
ONE	WITH COL CLAUSÉ	ទ	9,420		5.9	•	ŧ	ı		2.7	24.7	. 1	1	ı	9	23.8
	ALL AGREEMENTS	157	217,678		9.9	5.0	7.2	ı		6.3	604	מלים ע	76.9	1	ı	61.5
	AVERAGE INCHEASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEES AFFECTED	AVERAGE PER CENT INCREASE IN	FIRST 12 MONTHS OF AGREEMENT	SECUND 12 MONTHS OF AGREEMENT	- 6	FOURTH 12 MONTHS OF AGREEMENT	FIFTH 12 MONTHS OF AGREEMENT	AVERAGE OVER LIFE OF AGREEMENT	AVERAGE CENTS-PER-HOUR INCREASE IN	TIROL IN MONTHS OF ACCEPTAIN		FORTH 12 MONTHS OF AGRETIENT		AVERAGE OVER LIFE OF AGREEMENT

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GOCCARGE, TEBUCEN LINEREAGES IN CAREFMEDE KAUESTAN COLLECTIONES BENGALLING ALPREMENTS.
BY INDUSTRY, DUKATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OK MURE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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BY INDUSTRY, UCRAIN OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1942.

BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE MATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTAHIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

	AL	ALL AURE	AGREEMENTS	∢	ONE-YEAR	ITS ITS	AGRE	TWO-YEAR			THREE-	E-YEAR EMENTS			FOUR-YEAR AGREEMENTS	EAR	
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AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE 10,465 156,114 19,816 110,650 110,651 110,651 110,651 110,651 110,651 110,651 11111 MONE ONTARIO EMPLOYEES NEGUTIATED IN FOURTH QUARTER OF 1982, BY SIZE OF INCREASE AGRIS ALL INDUSTRIES, EXCLUDING CONSTAUCTION 3784412 6.8 66.7 CUST-OF-LIVING CLAUSE 24,668 2,461 13,192 9,015 EMPLS 1,289 3,448 AGREEMENTS WITH 35,133 160,659 20,458 3.711 13.192 110.713 337.702 118.611 28.811 11.925 42,424 EMPLS ALL AGREEMENTS AGRIS UNDER 4.9 PEK CENT 10.0 - 14.9 PEK CENT 15.0 - 19.9 PEK CENT 250.0 - 24.9 PEK CENT 250.0 - 24.9 PEK CENT 35.0 - 34.9 PEK CENT 40.0 - 44.9 PEK CENT 45.0 - 49.9 PEK CENT 45.0 - 49.9 PEK CENT 50.0 PEY CENT AND OVER IN CENTS PER HOUR

UNDER 9.9 CENTS

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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN FOURTH QUARTER OF 1982, BY SIZE OF INCREASE

AGREEMENTS WITHOUT	EMPLS		8	8	8	8	0		*	8	8	8	1,428	
AGREEMENTS WITHOUT COST-OF-LIVING CLAUS	AGRTS		1		•	1				8		Ď	2	170.4
TS WITH ING CLAUSE	EMPLS		t	1	1	•		r	F		8	1	ı	
AGREEMENTS WITH COST-OF-LIVING CLAUSE	AGRTS		,	•	•	1	ı	ı			ı		1	5
ALL AGREEMENTS	EMPLS		1	ŧ	1	1	1	1	8		8	•	1,428	
ALL AGR	AGRTS		å	ı	ı	ı	ı	8	1		F		2	170.4
	AVERAGE ANNUAL INCREASE	IN CENTS PER HOUR	UNDER 9.9 CENTS	16.0 - 19.9 CENTS	20.0 - 29.9 CENTS	30.0 - 39.9 CENTS	40.0 - 49.9 CENTS	50.0 - 59.9 CENTS	60.0 - 69.9 CENTS	70.0 - 79.9 CENTS	80.0 - 89.9 CEINTS	90.0 - 99.9 CENTS	100.0 CENTS AND OVER	AVEHAGE 1

CA24N 451 - W12



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1983

Prepared by
Research Branch
Ontario Ministry of Labour
May 1983



Hon Russell Ramsay Minister T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1983. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

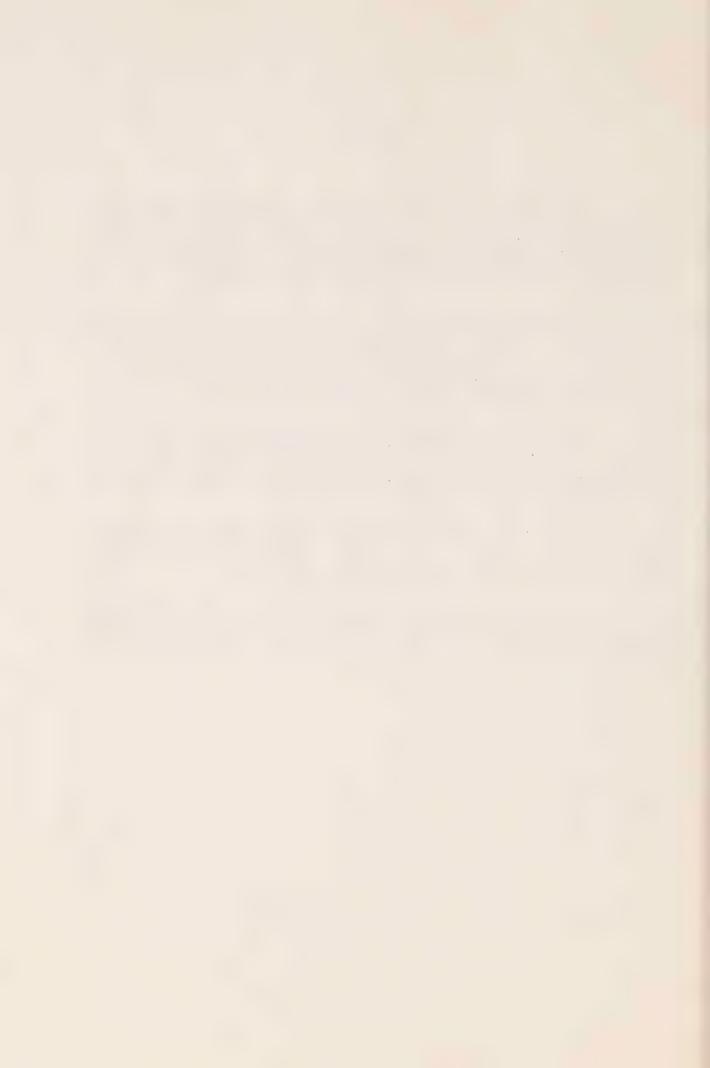
The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour. For further information on any of the tables, please call Carolynn Beange, (965-6886).

Toronto May 18, 1983



During the first quarter of 1983, 268 collective agreements covering 219,323 employees were negotiated in Ontario for bargaining units of 200 or more employees. This compares with 157 collective agreements covering 217,678 employees negotiated in the last quarter of 1982. Employees in the health and education sectors and in federal, provincial and local administration account for approximately 70 per cent of all employees covered by new agreements in the quarter. Less than 13 per cent of the workers covered by first quarter settlements are employed in manufacturing industries.

The average annual increase in base wage rates for settlements in all industries during the first quarter of 1983 was 6.5 per cent, compared to 6.3 per cent in the fourth quarter of 1982. The average annual increase in agreements without COLA, a better measure of the underlying trend in annual negotiated wage increases, was 6.7 per cent, down slightly from 6.8 per cent in the fourth qurter of 1982. Agreements containing a COLA provided negotiated base wage increases of 3.9 per cent on average. The average annual increase in agreements without COLA in non-manufacturing industries was practically unchanged over the previous quarter at 6.7 per cent, whereas increases in the manufacturing sector for agreements without COLA fell 1.7 percentage points to 7.1 per cent.

		Average Ann	ual Increas	е
	First Quai	rter 1983	Fourth Qua	rter 1982
		Cents		Cents
	Per cent	per hour	Per cent	per hour
All Industries (excluding				
construction)	6.5	59.0	6.3	60.8
Agreements with COLA	3.9	43.3	3.0	28.8
Agreements without COLA	6.7	60.6	6.8	65.9
Manufacturing	4.9	44.3	4.8	40.6
Agreements with COLA	3.0	31.8	2.2	19.2
Agreements without COLA	7.1		8.8	74.3
Non-manufacturing (exclud-				
ing construction)	6.7	61.1	6.6	65.7
Agreements with COLA	6.6	81.4	8.6	94.2
Agreements without COLA	6.7	60.6	6.6	65.1
	•			
Construction	11.9	156.8	11.0	170.4
Agreements with COLA	-		-	
Agreements without COLA	11.9	156.8	11.0	170.4
7.91 como 1100 111011000 00E/1 111	110	20000	2100	2700

In the first quarter COLA clauses were provided in 12 per cent of the agreements and covered less than 10 per cent of the employees. The COLAs were concentrated in the electrical products, transportation equipment, and food and beverage industries. For the quarter, slightly more than one half of the employees in the manufacturing sector negotiated contracts containing a COLA.

Settlements containing wage increases implemented under federal and provincial wage restraint legislation dominated settlement activity in the quarter. The federal and Ontario legislation applied to 173,000

employees, or just under 80 per cent of all employees affected by new agreements in the first quarter. The federal legislation provides 6% and 5% in 2 years, averaging 5.5 per cent per year. Ontario legislation provides 5 per cent for one year with a minimum \$750 to \$1,000.

Under Ontario's legislation, contracts which had expired prior to last September 21 and not been settled are subject to restraints for two years and 9% and 5% apply in the first and second years respectively. Major settlements that fall into this category in the first quarter include Ontario hospitals and CUPE, which settled for just the first year at 9 per cent, and the Ontario Nurses Association which settled for 2-year agreements at 9% and 5%. The agreements between the Ontario Government and 50,000 provincial employees were amended to provide approximately a 5 per cent increase.

Over one half of all agreements were for one year's duration and 40 per cent were for two years. Only 13 agreements had a three-year term, of which 11 contained a COLA. In all agreements without a COLA, the average annual increase in base wage rates in one-year agreements was 6.7 per cent, and slightly higher at 7.0 per cent for two-year agreements. Information on these aspects is presented in Tables 3, 4 and 5.

Tables 6 to 12 inclusive provide information about increases in base wages by 12-month periods. For all settlements without a COLA the first 12-month increase was 7.1 per cent, the second 12-month increase was 5.8 per cent, and the third 12-month increase was 4.7 per cent. Manufacturing industries provided larger increases than non-manufacturing industries: 7.8 per cent compared to 7.0 per cent respectively for the first 12-month period, and 6.6 per cent compared to 5.7 per cent respectively for the second 12-month period.

Table 13 shows that average annual base wage increases in the 5.0 to 9.9 per cent range were most frequent. Over 80 per cent of the agreements and of the employees fell in this range. The most common increases on a cents-per-hour basis were in the 40¢ to 49.9¢ range. Sixty-five per cent of employees covered by contracts without a COLA fell in the 40¢ to $69.9 \cupe$ range for average annual increases in base wage rates.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE UNTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1983 BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCHEASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREFAFNTS	268	146	109	13	8	2
NUMBER OF EMPLOYEES AFFECTED	219,323	144,986	67,481	958.9	•	ı
AVERAGE PER CENT INCREASE FOR						
ALI AGKEEMENTS	6.5	9.9	6.5	3.3	1	1
AGREEMENTS VITH COL CLAUSE	6°E	6.4	4.3	ν		ŧ
AGREEMENTS WITHOUT COL CLAUSE	8.9	6.7	7.0	7.8	1	•
AVERAGE CEMIS-PER-HOUR INCREASE FOR						
ALI AGKEEMENTS	59.6	52.9	70.2	34.7	8	ı
AGREEMENTS WITH COL CLAUSE	43.3	59.3	47.5	30.7	1	ı
AGMEEMENTS WITHOUT COL CLAUSE	61.3	55.9	75.2	6.69	S	ı

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1983

BY INDUSTRY

AGREEMENTS WITHOUT

AGREEMENTS WITH

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0ST+0F-LIVI	EMPLS	199,362	12,692	7.) (004	552	797	9	1)	7 4	D	67	6.5	\circ)	ı		3,412	3 0	.17	4,005	.89	On .		\$ U	0 0 0	283)	000	30,225	4,79	1		3,051	1	0000	25,809
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OST-OF-LIVING CLAL	EMPLS	19,901	15,345	1 4 6	925.	J	ı	1	ı	1	ı	ı	(200	9 1 6	, 1	4.957			530	1	4,616			2,956	•	ı	ı	1-314		1	346	ı	1	1	1	ı	•	1 1
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ALL AGR	EMPLS	219,323	28,037	4.445	1.000	h	005	225	797	1		2,032	600	C03 C		3000	4.957		1	3,942	980	189,786	4 0005	1,891	3,546	1 1	1,047	100,01	1,547	- 1	0000	30,571	34,796	ı	1	3,051	1	10,065	25,809
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THREE-YEAR AGREEMENTS

TWO-YEAR AGREEMENTS

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EMPLS	144,986	0.1		8		1			U	1 1	569	1	1	E	1		2,500	•	40.062	1		1,250	1 0	14.35.1	2 2	1 8	9	- 0	10.5	19.574	3	ŧ	372	ı	1	54,522	5,80	8
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TABLE 4
AVERAGE ANNHAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

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AGREEMENT	TS	CENTS PER HOUR	75.2	0.86)	1	C	000	34.4		æ	61.0	•	7	50°0	å	6		C	78.9	U	e n a	63.1	5		72.8	4	0.001	0		. 47	83.4	1		31.5	P	10/4	ı	1	156.8
OF	REEMENTS	PER	7.0	7.01)	1) m • • • •			7.7	0		5.7	0	1	1		10,3		0	6.7	0	B	5.5		ກີ ດ ທີ່ເ	0		-	6.9	1		5.9		ນຸ້ນ	ŧ	1	11.9
DURATION	WU-YEAR AGRE	EMPLS	55,270	7,066) -	1	(な のの	494		9	762	0	0	30	0	1	1	gue	880	7	0 0 0	1,891	55.7	1	777	1	35.0	0	ı	0,65	15,222	t		2,679	0	10,065	ı	1	1,500
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	-YEAR AG	EMPLS	43,390	41924)	1	ŧ	1 1			247	N	l F	569		8	6	1	L	000	G	0 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1	1		270	S	8		• 0 0	9:56	19,574	4		372	ı	, L	270000	υ°α0	l
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TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGHEEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES. NEGOTIATED IN FIRST QUARTER OF 1983
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

THREE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	2	702	0000 F ELFO	
THREE	WITH COL CLAUSE	11	6,154	0.04)
TWO-YEAR AGREEMENTS	WITHOUT COL CLAUSE	95	55,270	80.0 6 80.0 7 80	7
TWO- AGRÉE	WITH COL CLAUSE	17	12,211	4 4 77 7 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	n •
ONE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	141	143,390	6 6 8 8	0 0 0
ONE	WITH COL CLAUSE	ហ	1,596	4 4 6 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	24.5
	ALL AGREEMENTS	568	219,323	80.00 9 80.00 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	59.6
	AVERAGE INCREASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEES AFFECTED	AVERAGE PER CENT INCREASE IN FIRST 12 MONTHS OF AGREEMENT SECOND 12 MONTHS OF AGREEMENT THIRD 12 MONTHS OF AGREEMENT FIFTH 12 MONTHS OF AGREEMENT AVERAGE OVER LIFE OF AGREEMENT AVERAGE CENTS-PER-HOUR INCREASE IN FIRST 12 MONTHS OF AGREEMENT THIRD 12 MONTHS OF AGREEMENT FOURTH 12 MONTHS OF AGREEMENT FIFTH 12 MONTHS OF AGREEMENT FIFTH 12 MONTHS OF AGREEMENT	AVERAGE OVER LIFE OF AGREEMENT

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TWO-YEAR	SECMD 12MOS	5.4		7.7		3.7	ŧ	8.0		7.4	ı	4.3			- 6			1,3	2.0		ı		4.9	- 0	0 (10.8	9		5.0	ı	8.2		8	đ		5.0	8		4.9		5.0	1	t .	6.1
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BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

AVERAGE PER CFNT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

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AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES. NEGOTIATED IN FIRST QUARTER OF 1983

	BY INDU	USTRY,	UURATI	ION OF	AGE	REEMENT.	AND 12	2-MONTH	PERI	US 0F	INCREA	ASE		
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AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1983
WITH COST-OF-LIVING CLAUSE COVERING 200 OR AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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TABLE 12

AVEHAGE CENTS-PER-HOUR IMCREASES IN BASE MAGE MATES IN COLLECTIVE BARGAINING AGREEMENTS

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BY SIZE OF INCREASE



CAZON L51 - W12



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1983

Prepared by
Research Branch
Ontario Ministry of Labour
August 1983



Hon Russell Ramsay Minister T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1983. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour. For further information on any of the tables, please call Carolynn Beange, (965-6886).

Toronto August 29, 1983



During the second quarter of 1983, a total of 233 collective agreements covering 129,675 employees were negotiated in Ontario for bargaining units of 200 or more employees. The number of settlements was smaller than in the first quarter of this year, when 268 collective agreements covering 219,323 employees were negotiated. As in the first quarter, the health and education sectors accounted for the largest numbers of employees covered by settlements in the second quarter, together representing nearly 60 per cent of all employees.

The average annual base wage increase for settlements in all industries during the second quarter of 1983 was 5.7 per cent, down from 6.5 per cent in the first quarter of 1983. The average annual increase for agreements without a COLA, a better measure of the underlying trend in annual negotiated wage increases, was 6.1 per cent, down from 6.7 per cent in the first quarter. Agreements with a COLA provided an average negotiated base wage increase of 2.5 per cent per year.

	Second Qua	rter 1983	Increase First Qua	rter 1983
		Cents		Cents
	Per cent	per hour	Per cent	per hour
All Industries (excluding				
construction)	5.7	57.8	6.5	59.0
Agreements with COLA	2.5	26.1	3.9	43.3
Agreements without COLA	6.1	61.9	6.7	60.6
Manufacturing	4.4	37.6	4.9	44.3
Agreements with COLA	2.1	20.4	3.0	31.8
Agreements without COLA	6.8	55.1	7.1	59.5
.,	0 0	0011	/ • ±	55.5
Non-manufacturing (excluding				
construction)	6.0	63.0	6.7	61.1
Agreements with COLA	6.6	76.2	6.6	81.4
Agreements without COLA				
Agreements without COLA	6.0	62.8	6.7	60.6
Construction	6 2	75 1	11 0	150 0
Construction	6.2	75.4	11.9	156.8
Agreements with COLA	_	-		-
Agreements without COLA	6.2	75.4	11.9	156.8

In the manufacturing sector, where one-fourth of second quarter settlements covering one-fifth of the employees occurred, the average annual increase in negotiated base rates in agreements without COLA was 6.8 per cent. The food and beverage, electrical products and transportation equipment industries had the largest numbers of manufacturing settlements in the quarter. In the non-manufacturing sector the average annual increase in negotiated base rates in agreements without COLA was 6.0 per cent. Agreements revised subject to the provisions of the federal and provincial wage restraint legislation accounted for the majority of settlements in non-manufacturing. After education and health, settlement activity was concentrated in the transportation industry and federal and local administration.

Overall, the incidence of settlements with COLA clauses in the second quarter was 12 per cent of all settlements, the same proportion as in the first quarter. Employee coverage rose slightly to 11 per cent of all employees. In manufacturing, where COLA clauses are most prevalent, 40 per cent of the settlements covering one-half of the employees had a COLA clause.

One-year agreements were most common and provided an average 5.8 per cent increase in base rates. One-third of the agreements were for two year's duration and provided 5.9 per cent annual base wage increases on average. Only 21 agreements were negotiated for a three-year term. They provided 4.1 per cent average annual increases; however, 15 of them contained a COLA. Tables 3, 4 and 5 provide further details on contract duration and incidence of COLA clauses.

Tables 6 to 12 inclusive provide information about increases in base wages by 12-month periods. For all agreements without a COLA the largest base wage increase was provided in the first 12 months, 6.4 per cent on average. The average increase in the second 12-month period was 6.2 per cent, and in the third 12-month period, 5.3 per cent.

As shown in Table 13, settlements providing average annual increases in the 5.0 to 9.9 per cent range were most common. Only about 3 per cent of all employees were covered by new agreements providing average increases greater than 10 per cent per year.

AVFRAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTAMIO EMPLOYEES. NEGOTIATED IN SECOND QUARTER OF 1983 BY DURATION OF AGREEMENT

TAHLE 1

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FOUR-YEAR AGREEMENTS	ı	ı		1	1	8		6	8	1
THREE-YEAR AGREEMENTS	21	9,541		4.4	2.3	10.2		34.7	24.1	68.5
TWO-YEAR AGREEMENTS	75	45.049		5.9	2.7	6.5		6*65	25.9	66.3
ONE-YEAR AGPEEMENTS	137	78,085		5.8	5.0	ω 		60.3	63.2	60.2
ALL AGREEMENTS	233	129,675		5.7	2.5	6.1		58.3	26.1	62.3
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TABLE 2
AVFRAGE ANNUAL INCREASES IN BASE WAGE HATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATEU IN SECOND QUARTER OF 1983
BY INDUSTRY

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TABLE 4
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

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TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983 BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

THREE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	9	2,266	11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	10.2	72.1 84.9 50.3	68,5
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TWO-YEAR AGREEMENTS	WITHOUT COL CLAUSE	29	35,339	5.8	6.5	6.0	66.3
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ONE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	136	77,655	ω 1 1 1 1 ω	ۍ ه	0000	60.2
ONE	WITH CUL CLAUSE	1	430	0 1 1 1 1 1	5.0	0 0 0 0 0	63.2
	ALL AGREEMENTS	233	129,675	www www	5.7	0.00 0.00 0.00 0.00	58.3
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AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983

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TABLE 10

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AVERAGE CENTS-PER-HOU COVERING BY IND		INDUSTRY	ALL INDUSTRIES (INCL CONST)		0	· · · · · · · · · · · · · · · · · · ·	RUBBER, PLASTICS	LEATHER	TEXTILES	KNITTING MILLS		FURNITURE FIXTURES	Δ LL LL LL LL LL LL LL LL LL LL LL LL LL	PRINTING, PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	NON-METAL TO MINERAL A	PETROLEUM. OIL		•	CTURING (EXCL CONST)	FORESTRY	MINING, QUARRYING		ONCHE VIEW TO A STATE OF THE ST	ELECTRIC. GAS. WATER		ADE		INSURANCE, REAL ESTATE	VICE	•	MANAGEMENT SERVICES		ISCELLANEOUS SERVICES		LOCAL ADMINISTRATION .	

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983

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AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

TABLE 12

						,																											
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WITHOUT ING CLAUSE	EMPLS		17	104,045	800	•			1	ı	t		,	•	300	17.671	17,151	31,996	14,448 5,344	5,277	5,849	235	2 n	8	1			i.	3.725	P-	1	1	9		,	•	,			1	•		1 6	4.3	1,325	1 00	> 1	006	1	1 1		1		
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ATS WITH	EMPLS	XCLUDING	11,535	2,430	004	1	, ,	,	1	\$	•			3,228		0880	1,588	430	064	311		450	1	1	ı		ONSTRUCTION			6	1	8	t,		1	1	1			ı	1	1 0	1	,	,	1 1	٠	8	6		1	1		
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	AVFRAGE ANNUAL INCREAGE	5	4.9 PER CENT	- 9.9 PER CENT	9 PER CENT .	- 24.9 PER CENT	- 34.9 PER CENT .	- 39.9 PER CENT	- 44.9 PER CENT	DED CENT AND OVER	TEM CENT AND OVE	CENTE DED L	6	- 19.9 CENT	29.9 CENT	- 49.9 CENT	- 59.9 CENT	- CY.Y CENIS	- 89.9 CENT	- 99.9 CENTS	-109.9 CENT	-119.9 CENT	-139.9 CENT	-149.9 CENT	CENTS AND 0	AVE VAGE		A D PER CENT	- 9.9 PFR CF		- 19.9 PER CE	- 24.9 PER CENT	1 34.9 PEB CENT	- 19.9 PER CE	- 44.9 PER CEUT	- A9.9 PER CENT	2	- 5	L CENTS PER HOUR	6.6	-19.9	TANGE CENTS	1 49.9 CENTS	0 - 59.9 CENTS	59.9 CENTS	1 59.9 CENTS	6.66 - (1 -109.9 CFNTS	-119.9 CFMIS	120.0 -129.9 CENTS	149.9 CEMTS	CENTS AND OVER	AVENAGE	

COVENTING, 200 OR MORE ONTARTO FMPLOYFES. NEGOTIATED IN SECOND DURATER OF 1981





WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1983

Prepared by
Research Branch
Ontario Ministry of Labour
November 1983

Hon Russell Ramsay Minister T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1983. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour. For further information on any of the tables, please call Carolynn Beange, (965-6886).

Toronto November 18, 1983



During the third quarter of 1983, 129 collective agreements covering 81,979 employees were negotiated in Ontario for bargaining units of 200 or more employees. These figures compare with 268 settlements in the first quarter covering 219,323 employees and 233 settlements in the second quarter covering 129,675 employees.

The average annual base wage increase for settlements in all industries excluding construction during the third quarter of 1983 was 5.4 per cent, down from 5.7 per cent in the second quarter of 1983. The average annual base wage increase for all agreements without a COLA clause, excluding construction, was also 5.4 per cent, down from 6.1 per cent in the second quarter. For all settlements with a COLA clause the average negotiated increase was 5.7 per cent per year.

		Average Ann	ual Increas	e
	Third Quai	rter 1983	Second Qua	
		Cents	_	Cents
	Per cent	per hour	Per cent	per hour
All Industries (excluding construction)	5.4	53.4	5.7	57.8
Agreements with COLA	5.7	55.0	2.5	26.1
Agreements without COLA	5.4	52.8	6.1	61.9
Manufacturing	5.7	53.3	4.4	37.6
Agreements with COLA Agreements without COLA	5.8 5.5	56.2 44.4	2.1 6.8	20.4 55.1
Non-manufacturing (exclud-				
ing construction)	5.3	53.5	6.0	63.0
Agreements with COLA	1.8	17.5	6.6	76.2
Agreements without COLA	5.3	53.9	6.0	62.8
Construction	4.8	60.9	6.2	75.4
Agreements with COLA	-	-	-	-
Agreements without COLA	4.8	60.9	6.2	75.4

In the manufacturing sector there were 36 settlements covering 27,689 employees. Bargaining activity was concentrated in the transportation equipment sector, which was dominated by settlements at Chrysler Canada covering 9,450 hourly rated and office employees. Nearly one-half of the manufacturing agreements, covering 75 per cent of the 27,689 employees, contained a COLA clause. The average negotiated increase in the agreements with a COLA clause was 5.8 per cent, up from 2.1 per cent in the second quarter. The average negotiated increase in manufacturing agreements without a COLA clause fell from 6.8 per cent in the second quarter of 1983 to 5.5 per cent in the third quarter.

In the non-manufacturing sector there were few settlements outside education and health. These two industries together accounted for 38,630 of the 53,130 employees affected by all settlements in non-manufacturing. The average annual negotiated increase in all non-manufacturing

sector settlements was 5.3 per cent, down from 6.0 per cent in the second quarter.

Tables 3, 4 and 5 show the breakdown of the average annual base wage increase by duration of contract and whether there are COLA provisions. Of the 19 agreements with a COLA clause, only one is for a one-year term. The rest are 2 and 3 year agreements. Of the 110 agreements without a COLA clause, 75 have a one-year term and an average base wage increase of 5.1 per cent.

Tables 6 to 12 inclusive provide information about increases in base wages by 12-month periods. For all agreements without a COLA clause the average negotiated increase within the first 12 months of the agreements was 5.4 per cent; within the second 12 months, 5.6 per cent; and within the third 12 months, 5.2 per cent. The corresponding increases in all agreements with a COLA clause were 5.5 per cent in the first 12 months, 2.4 per cent in the second 12 months, and 7.1 per cent in the third 12 month period.

Table 13 shows the range of negotiated increases both in percentage terms and in cents-per-hour. For settlements in all industries excluding construction and without a COLA clause, the average increases were most frequently in the 5.0 to 9.9 per cent, or 60 to 69.9 cents, interval. Excluding the construction sector, for all settlements that contain a COLA clause the most common negotiated increases were between 0 and 4.9 per cent. Again the influence of the Chrysler settlements in the third quarter of 1983 is evident in the cluster of employees in the 10.0 to 14.9 per cent, or 100 to 109.9 cent range.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 19d3
BY DURATION OF AGREEMENT

FIVE-YEAR S AGREEMENTS	1	ı		1	i	i		1	ı	I	
FOUR-YEAR AGREEMENTS		1		1	•	1		1	1		
THREE-YEAR AGREEMENTS	15	7,394		e.e	6 0	5.7		27.6	18.4	48.6	
TWO-YEAR AGREEMENTS	38	26,498		6.7	6.9	6.3		62.3	68.1	53.3	
ONE-YEAR AGREEMENTS	76	48.087		5.1	•	5.1		52.7	ı	53,1	
ACKEEMENTS	129	81,979		4.0	5.7	5.3		53.5	55.0	53.0	
AVERAGE ANNUAL INCREASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEES AFFECTED	AVERAGE PER CENT INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE	AVERAGE CENTS-PER-HOUR INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGUTIATED IN THIRD QUARTER OF 1983
BY INDUSTRY

AGREE LINTS WITHOUT

AGREEMENTS WITH

INDUSTRY				OFINE				CFMTS				OF ELT C	
	AGRTS	EMPLS	PER	PER HOUR	AGHTS	EMPLS	PER	PER	AGRTS	EMPLS	PER	PER HOUR	
ALL INDUSTRIES (INCL CONST)	129	81,979	3.0 4.0	53.5 53.4	19	21,533	5.7	55.0	110	60,446 59,286	5.3	53.0 52.8	
MANUFACTURING	36	27,689	5.7		17	20,877	50	56.2	19	6,812	5.5	4.4.4	
AGES	4	1,625	8,3	87.1				ம	m	, 32			
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ELECTRICAL PRODUCTS	<u>س</u>	1,514	3.5	31.8	2	1,215		28.8	_	562	ъ. В		
NON-METALLIC MINERALS		200	6.3	0.09	1	1	8	8	1	200	6.3	0.09	
PETROLEUM, OIL	8	1			1				1	1	8	4	
CHEMICALS	-	592	2.6	ນຳຄ	-	592	2.6	53.5	1	1	8	\$	
MISCELLANEOUS MFG	ł	•			1	1	1	1	1	•	i	1	
NON-MANUFACTURING (EXCL CONST)	89	53,130	5.3	53.5	2	959	1.8	17.5	87	52,474	2	53.9	
FORESTRY	2	495	10.2	118.0	1	1	8	1	2	564		118.0	
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METALIC TRUCK COCCOCCOCC	וי) !)	•	1	1	1	8				
INCLUDANCE, DEAL FOTATE	8	•		1		1		1	1	ı	3	•	
EDUCATION, RELATED SERVICES	41	27,665	5.5	61.2	1	1	1	1	4.1	27,665	5.5	61.2	
HEALTH, WELFARE SERVICES	27	10,965	5.0	-	1	1	1	ı	27	ó	0.0	41.6	
RECREATIONAL SERVICES	-	283	4.7	\sim		4	1	ı	~ •	283	- c	1 · 2 / 7	
MANAGEMENT SERVICES	⊸ ი	404	ກິດ	4 c c c c c c c c c c c c c c c c c c c	1 -	386	1			410	. v	25.0	
PERSONAL SERVICES	u I	061	0 1	U	٠ ١			1	• 1	1		1	
FEDERAL ADMINISTRATION	۳ (1-330	5	•	. 8	•	•	•	9		5.5	2	
PROVINCIAL AUMINISTRATION) –	1.700	n o	37.0	•	1	1	1	-	1.700	0 " 5	37.0	

NTS	CENTS PER HOUR	27.6		0.92	1	40.8	0 1			17.5		1	1	ř	1	45.3	9	36.7	10.3	ı	3	53.5	1		0.00	5 1	י כו		1	ı	ı	ı		ı	ŧ	8	6	8	1	8	8	ı	3		æ
GHEENE	PER	e e e		3.2	8	- 1 -	3 1	1	1	3.6		1	1	2	*	6.4	8	4.1	6.0	8	ł	5.6			0 •	B (4		1	8	8	9	9		1	1	1	1	8	8	1	1	1		à
THREE-YEAR AGREEMENTS	EMPLS	7,394		tor. • 0		671		1	*	1,650	8	ı	1	ł	•	1,000		2,943		9	1	592	ŧ	0 %		B (067		1	1	,0	1	1	1	ł	,	3	8		1		1			9
THREE	AGRTS	15		† 1	ŧ	~	1 1	,	1	~		1	*	8	1	2	•	9	-	ì	ı	-	4	-	→ 1	1	-	. 1			1	8	1	8	1	1	1		8	1	3	8	t	1	9
15	CENTS PER HOUR	62.3		87.1		8	37.5		34.0	19.8	56.6	1	3	1	1	16.8	ŧ	8°E01	38.9	0.09			8	7 02	100	10071		8	41.0		45.5	86.4	ŝ	\$	6	45.2	22.1	48.5	25.0	3	49.2		38.5	7	6000
REEMEN	PER	6.7	7 7	0 60		8	6.2		4.9	0.4	6.7	4	8	ı	1	1.9	*	10.6	4.4	6.3			ŧ	7 1	10.01	7 1		1	6.3	8	4.5	12.5	8	1	1	5.0	4.7	5,3	5.0	1	5.5	•	5,5	œ.	
TWO-YEAR AGREEMENTS	EMPLS	26,498	376.06	1.625		ı	240	1	435	911	420	1			ı	1.033	4.700		-	200	I	8	ı	4.973	gh .	7	1	ı	234	ı	270	1,132	ı	1	3	210	283	604	410	1	1,330		200	1,160	DOTAT
TWO	AGRTS	38	00	7	1	1	-	8		2	~		•	1	1	m	-	9	2	-	3	ı		1.4		J 8	1	ı	-	1		2	ı	ŧ	ê	~	~	-		8	3	1	-	4	
15	CENTS PER HOUR	52.7 52.7	20	•		4	ŧ	30.0	1	3	8	29.0		1	8	ı	8	ı	ı	8	ı	,	ı	52.9	3	8	89.0	8	8	53.0	8	34.0	1	8	-	41.2	1	8	8	8		37.0	71.6	1	
GREEMENTS	PER	5.1	0.4	N 1	•	ŧ	1	5.8	ŧ	8	1	4.0	ě	8		*		8	1	ı	•	1	8		. 1	8	5.0	1	1	5.0		6.4	1		2.5	2.0	1	1	8	8			6.4	1	
ONE-YEAR AG	EMPLS	48,087	000	O I	1	1	1	220	1		1	200	1	1	1	1		•	ı	1	1	i	ı	47.667		•	777	ì	i	245	1	5,343	8	1	27,665	10,755	å	à	386	1	•	1,700	196	1	
ONE	AGRTS	76	n	1 8			1	-	8	ŧ	1	-		8		1		3	1	ı		1	8	74	8	8	~	1	8	-	à	-	8		41			,\$	-	1		_	2	ł	
	INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).		FOOD, BEVERAGES	TOBACCO	RUBBER, PLASTICS	LEATHER		KNITTING MILLS	CLOTHING	#00D	FURNITURE, FIXTURES	TATAK.	PRINTING FUBLISHING	THIMAKY ME ALV	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PEIROLEUM OIL	CHEMICALS	MISCELLANEUUS MFG	NON-MANUFACTURING (EXCL CONST	FORESTRY	MINING, QUARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	FEIAIL IMADE	TINANCE COCCECCOCC		EDUCATION, RELATED SERVICE	HEALIN, WELFARE SERVICES .	RECKEATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION	LOCAL ADMINISTRATION	CONSTRUCTION	

LOVERING ZOU, OR MORE, UNIGATIO EMPLOYEES, NEGOTIALED IN THIRD AUARTER OF 1943

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

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9	EMENTS	CENTS PER T HOUR	3 18 3 18	18		- 6	8	1		4 16.	1	1 1	1 8	,	0 3K.	3 (28.1	P 1	1	6 53	,	1	1	1	8	1 1		,	1	ı	1	1 1		ı		,	1
1	AGREE	PER	~~	2°		C	2			+;					. 4.	•	N° (5 5																	
	-YEAR	EMPLS	5,154	5,154	1	- 77	1,0		•	1,400	•	0 1	' '	,	650	1	1,793	י ר		592	•	•	•	•	•	•	•	•	•	•	•	• •	•	•	•	•	•
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	TS	CENTS PER HOUR	68.1	9.89	125.0		1 1	8	1	ě	ı	\$	1 1	8	56.4		105.6	1015		1	ı	42.5	8	ì	1	8 1		42.5	•	•	2	1 (1	1	1	1	1
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	YEAR	EMPLS	15,993	15,723	300	8	1 4		•		1	8	4 (1	433	4.700	9,450	040		8	8	270	1	1	1	B (270		*.	3	0 1		4	1	•	2
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	15	CENTS PER HOUR	8 6	1	ı	1	8 1	1 8	8		1	1	8 1		ŧ	•	8	1 1	1		1	•	ı	1	8	9 1		1		1		8 1	1	1	1	ı	•
	REEMENT	PER	1 1	1	•	ı	8 (1	8	1	8	1	8 1	1	9	ě	ı	1 1	1	8	1	1	1	1	1	•	1		1	1	•	•	1	1		1	ı
	ONE-YEAR AG	EMPLS	386				1	1	1	1	1	9	8))	8		1	1 1	1	1	ì	386		8	1	1		1 #		3	•	•	1	1	386		
	ONE	AGRTS	-44	1	8	8	8		8					1 1			8	1 1			1		8	1			8 (1		8			-		
		INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).		•		RUBBER, PLASTICS	TEXTUEN	THE CALL OF THE CA	CLOTHING	WOOD	FURNITURE, FIXTURES	DAPER	PRINTING PUBLISHING	FARRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	PETROL FILM OTI	CHEMICALS	MISCELLANEOUS MFG	ON-MANUFACTURING (EXCL CONST	FORESTRY	MINING, QUARRYING	TRANSPORTATION	STORAGE	COMMUNICALIONS	MHOLESALE TRADE	RETAIL TRADE	FINANCE	INSURANCE, REAL ESTATE	EDUCATION, RELATED SERVICE	RECREATIONAL SERVICES .	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEDERAL AUMINISTRATION

NTS	CENTS PER HOUR	48.6		48.2	4	1	8		1	24.0	0.00) 1		1	١	ر ا ا		0	0.00		1 1	i 8	1	6 L	20.0	1	1 0	0.00			,		ı	8		1	í	9	k	1		1	1	9
AGREEMENTS	PER CENT	5.7	•	0.0	8 -			B 1	1	U	-		1			4.4		4	•	1 8		. 8	1		D . +	8	e a	0 1	1	8	4	ŧ		1	1	1	1	ı	1	1	8	8	3	1
THREE-YEAR A	EMPLS	2,240	370	05/17	1	1 1	1) 1	1	250	0 1		ŧ	8		350)	1.150			1		,	0	490		100		•	ł	3	١	1	ı	ŧ	9		8	8	1		9	1	1
THREE	AGRTS	ហហ	4	† (1 1	1		_	• 1		8	8	1	-	. 8	^	J (*	1	3	ı	-	~	8	٠ -	• 1		1	3	1	,	1	1	8	ı	ŧ	8	1	ı	8	ı	*
175	CENTS PER HOUR	53,3	5 77	10.07	0	8	275		34.0	30	26.6	*		1	1	10.0		23.0	44.0	0.09) I	ł		707	•	0.011		1	41.0	ì		86.4	8	8	*	42.2		48.5	25.0		2.64		38.5	6.09
AGREEMENTS	PER	6.3	U	י ה	2 8	1	6.3	J 1	4.6	4.0	6.7			8	*	1.1	1	2.4	3	6.3		1	1	7 6	0 0	7.01	1 1	1	6.3		1	12,5	ı		1	5.0		5,3	5.0	1	5.5)	5.5	8.4
TWO-YEAR AG	EMPLS	10,505	4.643	1.325		ı	240		435	911	420	i i	t	1	•	600		212	000	200			١	6.703	707	0.64		8	234	1		1,132	ŧ	ì	ı	210	283	604	410		1,330	1	200	1,160
TWO-	AGRTS	30	1.3	ה		1	-	• 1		~	۱۸	1 8		9	1	~		_	-	-		1	1	13	2 0	U I	1 1	1	-		1	2	ı	1		-	1	-	7	8	3	ä	-	4
TS	CENTS PER HOUR	53.1	20.5	•	1		8	30.0		•	8	29.0	8	8	i	8	8	8	8	ı	ı		1	52.3			89.0	8	1	53.0	1	34.0	1	8		41.2	8	8	8	1		37.0	71.6	1
AGREEMENTS	PER	5.1	0.4	N 1	*			8,2	•	,		4.0		•	3	9	ı	*		1	1		1	5			5.0	8	8	5.0	8	6.4		,	5.5	2.0	1	1	1	8		5.0	6.4	1
ONE-YEAR AG	EMPLS	47,701	007	1		•	•	220	1	١		200	1	•	•	ı			1	•	ı			47.281	4 1		777	•	ı	245	1	5,343	1		-	10,755		1	1	•	8	1,700	961	a
ONE	AGRTS	75		1 8	1		1	_	• •			7	8	1	1	1	1	1	8	1			8	73) #	9	-	8		-	8	-		1	41	56	8	1			*	~	2	ì
	INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	MANUFACTURING	FOOD, BEVERAGES	TOBACCO	RUBBER, PLASTICS	LEATHER	TEXTILES		CLOTHING	MOOD	FURNITURE, FIXTURES	PAPER	PRINTING. PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	CHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING (EXC. CONST	FORESTRY	MINING DUARRYING	TRANSPORTATION	STURAGE		ELECTRIC. GAS, WATER	WHOLESALE TRADE	RETAIL TRADE	TINANCE	INSURANCE, REAL ESTATE	EDUCATION, RELATED SERVICE	HEALTH, WELFARE SERVICES .	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION	LOCAL ADMINISTRATION	CONSTRUCTION

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES. NEGOTIATED IN THIRD QUARTER OF 19H3
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

THREE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	v	2,240	ტ4. გ გ. ბ. ഗ. 1. i	5.7	664 666 666 666 666 666 666 666 666 666	48.6
THREE	WITH COL CLAUSE	10	5,154	22.5	2.3	26.1 22.8 1 1 8 8 1 1	18.4
TWO-YEAR AGREEMENTS	WITHOUT COL CLAUSE	30	10,505	00 00 111	6.3	52.1	53,3
TWO-	WITH COL CLAUSE	80	15,993	0.00	6.9	65.0 22.0 101.0	68.1
ONE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	75	47,701	i i i i i	5.1	53.	53.1
AGREE	WITH COL CLAUSE	1	386	1 1 1 1	*.	1 1 1 7 1	•
	ALL AGREEMENTS	129	81,979	ମ ଲ ନ ୬ ବ ଦ । ।	5.4	82.0 8.00 7.00 8.00	53.5
	AVERAGE INCREASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEES AFFECTED	AVERAGE PER CENT INCREASE IN FIRST 12 MONTHS OF AGREEMENT SECOND 12 MONTHS OF AGREEMENT THIRD 12 MONTHS OF AGREEMENT FOURTH 12 MONTHS OF AGREEMENT	AVERAGE OVER LIFE OF AGREEMENT	AVERAGE CENTS-PER-HOUR INCREASE IN FIRST 12 MONTHS OF AGREEMENT SECOND 12 MONTHS OF AGREEMENT THIRD 12 MONTHS OF AGREEMENT FOURTH 12 MONTHS OF AGREEMENT	AVERAGE OVER LIFE OF AGREEMENT

, T)		FOURT 12MUS	1 1	,		1	1 1	9	ı	1 1	1	ı	ı	1 1	: 1	,	8	1 1			ı		ı	1	. ,	ı	ı		1 1	ı	1	8	1	1 1		ŧ	1	3
Ur 194	YEAR	THIRD 12MOS	3.4	0		1 1	1.7	ı	F \	0 1	1	ı	•	1 6,4		3.4		1 1	5.2		7.0	В		0.4	1 1	1	8	0 (1 1		1	1	1	, 1	1	ŧ	ŧ	
DAMIER F INCHE	THREE-YEAR	SECMD 12MOS	ω ω ∞ ∞	3.7		10	^ 1	1	1 9	ף ה	8	ŧ	6 i	4.3	•	4.0	6.0	1 1	5,8	1	6.4	1	1 0	6.4	1	1	:	1 !		1	1	1	1 (1	1	1	
-3 O		FIRST	2.0	2,8	•	5	-16.5	1		1 1	1	•		. E.	1	4.6		1 1	0.9		2,5			r.5		1	1	1 1	1	1	1	î	1		1	1	ı	
H PERIODS	R TS	THIRD 12MOS	9.6	9.6	•	1	1 1	,		1 1	\$	1	8 1	1 1	8	9.6		1 1			•	•	1) I	1	1	8	1 1		3	ł	1	1 1	1	8	1	1	1
12-MONTH	TWO-YEAR AGREEMENTS	SECND 12MOS	3.6	2	5.5	1	5.6		ນ ເ	5.9	8	1	1 1	3.0	•	2.7	000	.0	1	ŧ		9.3	8	1 1	5.9		5.3	9		1	0.0	0 %	4 R)	5.0		2.0	7.1
AND 1	AG	FIRST 12MOS	7.0	6.8	11.3		6.8	1	7.0	7.6	î	•	1 (1	10.6	1 0 7	0 0	1	1		11.1	\$	1 1	5.0	1	χ, τ. Σ	1001	1	1			0°4	9	6.0		0.9	2.7
AGREEMENT	YEAR	SECND 12MUS	1 1	•	1	8 (1 1	1	1 1		*	8 -		8	•	1	1	1 1		1	ı	ı	1	1 8	8	1	8 1	1 #	8	8	ŧ	8	1 1	1	1		ł	1
OF AGRE	ONE-YEAR AGREEMENTS	FIRST 12MOS	5.1	6.4		8 1	• •	5.8	1 1	1 8	4°0	1	1 1			8	1	1	•	1	5.1		l c	0 0	1	2.0	1 0	0	1	5.5	5.0	1	8 8	1		5.0		i
	v	FOURT 12MOS		•	1	1 1	1	1	1 1	1	1	• 1	1 #	•	1	1 1			•	1	t	1	8 1	1 1		1	1 (3	4	1	1	1		1		1	ŧ	i i
, DURA	AGREEMENT	THIRD 12MOS	6.9	6.9	1	1 . 7	1	1	1 4		*	1 1	1 1	4.5	1	8.		1 1	5.2	3	7.0	ł	10		1		8 8		ł	3	1	8	1 1	١	1	1	1	1
BY INDUSTRY, DURATION	ALL AGRI	SECND 12MOS	3.6	2.9	5.5	10	5.6	u	. 1	5.9	1	8 8		4.1	1	0 ° °	2	1	5.8		6.2		1 0		5.9	\$ C	11.4	•	8	1	0 0	0.0	4 0	1	5.0		0 ° S	7.1
BY IN	Ā	FIRST 12MOS	ት ቤ.	5.8	11,3	12,51	9	100	2 00	7.6	4.0			2.8	ŧ	9.5	2		6.0	1	5.3	11.1			5.0	ທ ເ	0 0 0		ŧ	5.5	ທີ່ເ	บ ก	ກຸດ			5.0		2.7
		INDUSTRY	ALL INDUSTRIES (INCL CONST) ALL INDUSTRIES (EXCL CONST)	UKING	EVERAGES	TOBACCO		MILLS			FURNITURE, FIXTURES	PRINTING PURITYHING	PRIMARY METALS		MACHINERY	EQUIP	·			MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST)	FORESTRY		STURAGE			9		REAL ESTATE	ATED SERV	FARE SERVICES .	SERVICES	RSONAL SERVICES	NEOUS SERVICES	DERAL AUMINISTRATION	PROVINCIAL ADMINISTRATION .	LOCAL ADMINISTRATION	CONSTRUCTION

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

	OURT	1 1	8 (8 1	. 1	1	1 1	ì	ı	ı	1	1 1	1	t		1	B (1 6		1	. 8	ě	ı	1	1	3 (3	9	1	1	ı	9	3 8	
TEAR	THIRD F	2.7	2.1	8 f	1.7	8	8 8	3,1	8	1	•	9 8	2.9		5.4	1.9	a (5,2	•	1		8	1	1	1	1 1	1 1		1	1	9	9	8	1 1	
THREE-YEAR AGREENEMTS	SECHD 12MOS	3.5	3.2	8 E	1.9	1	1 1	4.3	1	ŧ	1	8 8	3.6	,	5.9	6.0	8 1	, c		1		1			ı	1 1	1 8	1	1	1	3	1	8	1 1	
	FIRST 12MOS	1.2	1.2	8 (-12.5	i	1 1	2.9	1	3	4	1 1	5.4	1	3.0	*		9		1	1 1	8	8	1	1		1	1	1	1	1	9	9	. 1	1
S	THIRU	9.6	9.6	1 (1	ı	1 1	ı		1	•	8 8	ł		9.6	1		1 1	1	1	1 8	8	1	1	1	8 1	1	•	1	è	8	1	1		•
TWO-YEAR	SECND 12MOS	2.1	2.1	0.11	1	1	1 1	ŧ	8	ŧ	1	1 1	0.9	8	2.7	1.7	3	1 1	1	n c	0 8	1	8	,	1			1	•	1	8	1	8	1 1	
AGR	FIRST	7.0	7.0		1 1	1	1 1	9	ì	•	4	1 1	8	•	10.8	6.1	1		1		0 1	3	3	1	1	1 0		8	1	1	8	8	1	1 1	
EAR	SECND 12MOS	1 1	t	1	1	1	1 1	1	1	3	•	1 1			1	•		1 1	ı	() 8	1	8	1	3	8 (1 1	8	8	1	1	8	1		j
ONE-YEAR AGREEMENTS	FIRST 12M0S	1 1	1	1	1 1	ı	1 1		1		*	1 1		1	*	8	1		1		1	1	8	8	ı	1	1	1 8	3	1	8	*	1	1 1	j
10	FOURT 12MOS	1 1		8	1 1	ŧ	1 1		1		ı	1 1	. 3	1	1	•	1	1 1	ı	1	1	1	1	1	1	8 -	1 1		1	8		3)
ALL AGREEMENTS	THIRD 12MOS	7.1	7.1		1.7	1	1 1	3.1	1	1	8	1 1	0 0	ì		1.9	1	ט ו			. 1		1		1	3		1 1		8	ı	1		1 1	1
LL AGRI	SECND 12MOS	2.4	2.4		1.9	8	8 1	4.3			8	8 1	7	•	2.7			n 1 a	ו	•	7.7		8		8		ກຳຕ		8	1	1	1		1 1	1
Ā	FIRST	ស ស ស ស	5.6	12.4	-12.5	•	8 1	2.9		1			6,6)		4	i	1	0		n 1	8	1	8	1	r	5 1			1	1			1 1	•
	INDUSTRY	ALL INDUSTRIES (INCL CONST)	MANUFACTURING	FOUD, BEVERAGES	RUBBER, PLASTICS	LEATHER	TEXTILES	CLOTHING ALERONOMORE	GODW	FURNITURE, FIXTURES	PAPER	PRINTING, PUBLISHING	FADOTOATED METAL O	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, UIL	MISCELLANEOUS MFG		NON-MANUFACIUMING (EXCL. CONST)	MINIO CLARRYING PARTING	TRANSPORTATION	STURAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE IKADE	FINAL PROPERTY OF THE PROPERTY	INCHRANCE REAL ESTATE	EDUCATION, RELATED SERVICES	HEALTH, WELFARE SERVICES	RECREATIONAL SERVICES	MANAGEMENT SERVICES	MECELL ANEDIS GEBUICES	MISCELLANEUUS SERVICES

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1983

Prepared by
Research Branch
Ontario Ministry of Labour
February 1984



Hon Russell Ramsay Minister

T.E. Armstrong, Q.C. Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1983. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour.

Toronto February 27, 1984



During the fourth quarter of 1983, 76 collective agreements covering 59,646 employees were negotiated in Ontario for bargaining units of 200 or more employees. These figures compare with 129 settlements in the third quarter covering 81,979 employees and 233 settlements in the second quarter covering 129,675 employees.

The average annual base wage increase for settlements in all industries excluding construction during the fourth quarter of 1983 was 4.8 per cent, down from 5.4 per cent in the third quarter of 1983. The average annual base wage increase for all agreements without a COLA clause, excluding construction, was 5.3 per cent, down slightly from 5.4 per cent in the third quarter. For all settlements with a COLA clause the average negotiated increase was 4.3 per cent per year, down substantially from 5.7 per cent in the third quarter.

		Average Annu	ual Increas	е
	Fourth Qua	arter 1983	Third Qua	rter 1982
		Cents		Cents
	Per cent	per hour	Per cent	per hour
All Industries (excluding				
construction)	4.8	38.8	5.4	53.4
Agreements with COLA	4.3	35.1	5.7	55.0
Agreements without COLA	5.3	43.1	5.4	52.8
Manufacturing	4.8	40.2	5.7	53.3
Agreements with COLA	4.0	37.3	5.8	56.2
Agreements without COLA	5.7	43.6	5.5	44.4
Non-manufacturing (exclud-				
ing construction)	4.7	37.5	5.3	53.5
Agreements with COLA	4.5	33.2	1.8	17.5
Agreements without COLA	5.0	42.7	5.3	53.9
Construction	2.8	51.1	4.8	60.9
Agreements with COLA	-		-	
Agreements without COLA	2.8	51.1	4.8	60.9

The three major industrial sectors of manufacturing, non-manufacturing, and construction each accounted for one-third of the employees involved in the fourth quarter settlements. In the manufacturing sector, where one-half of the settlements occurred, the average annual increase in negotiated base rates in agreements without a COLA clause was 5.7 per cent. The manufacturing sector settlements were concentrated in fabricated metals, transportation equipment and electrical products. In non-manufacturing, the health sector dominated settlement activity; however, the largest number of employees affected was in the communications industry where one agreement covering 11,000 Bell Canada employees was ratified. The average annual increase in negotiated base rates in non-manufacturing agreements without a COLA clause was 5.0 per cent. In the construction sector the deceleration in negotiated increases continued from the third quarter and resulted in a 2.8 per cent average annual increase in fourth quarter settlements.

Twenty-three of the 76 fourth quarter settlements contained a COLA clause, affecting 36 per cent of the total employees. Twenty-one of the settlements with a COLA clause were concentrated in the manufacturing sector. These 21 agreements provided an average annual negotiated increase of 4.0 per cent. The 2 non-manufacturing agreements with a COLA clause provided an average annual negotiated increase of 4.5 per cent.

Tables 3, 4 and 5 show the breakdown of the average annual base wage increase by duration of contract and whether there are COLA provisions. One-year agreements provided an average annual increase of 4.8 per cent. Two-year agreements provided 3.9 per cent annual base increases on average. The relatively small average negotiated increase in constuction settlements, none of which contained a COLA clause, resulted in a lower average annual increase for two-year agreements without a COLA clause, 3.5 per cent, than for two-year agreements with a COLA clause, 4.6 per cent. Three-year agreements provided an average 4.0 per cent increase.

Tables 6 to 12 inclusive provide information about increases in base wages by 12-month periods. For all agreements the largest increase was provided in the second 12-month period, 5.4 per cent, rather than in the first 12 months of the agreement as is usually the case. This is largely due to the influence of the construction settlements which provided no wage increase in the first year.

Table 13 shows that the majority of settlements without a COLA clause provided wage increases in the 5.0 to 9.9 per cent range while the majority of settlements with a COLA clause provided less than 5 per cent. In terms of cents-per-hour, the most common provision in agreements without a COLA clause was 50 to 59.9 cents. For agreements with a COLA clause the most common provision was in the range of 30 to 39.9 cents-per-hour per year.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983 BY DURATION OF AGREEMENT

FIVE-YEAR AGREEMENTS	6	0		ı	8	0		₿	6	
FOUR-YEAR AGREEMENTS	ı	8		1	ŧ	1		8	1	
THREE-YEAR AGREEMENTS	13	7,389		0.4	3.7	4°0		35.4	36.1	32.6
TWO-YEAR AGREEMENTS	35	41,775		3.9	4.6	۵. در		44.7	36.2	49.5
ONE-YEAR AGREEMENTS	28	10,482		8°4	1.9	5.1		41.4	10.4	44.1
ALL	76	59,646		4.1	4.3	0 • 4		43.0	35.1	4.7.4
AVERAGE ANNUAL INCREASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEES AFFECTED	AVERAGE PER CENT INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE	AVERAGE CENTS-PER-HOUR INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983

HOUT	CENTS PER HOUR	47.4	43.6	ŝ	8 5	a	78.0	5	6			0	0	27.5	•	•		2000	0 (c	33.4	}	42.7	8		0.40	41,3)	8	23.6	8	8	52.6	9.04	8	8	8	ı	ł		0.62
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00	AGRTS	23	12	8 - 1	1 ~	-	tt	8	1 -	~1	1 /	⊣	1		j -	-4 0	n n	n -	- I	1 1	2		~	1 -	-4 .	; 8	end	6		1	8	ı	ı	•	1	1	8	1	ı	ı	•
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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE	ONE-YEAR AG	AGREEMENTS	15	T*0-	WO-YEAR AG	AGREEMENTS	15	THREE	THREE-YEAR A	AGREEMENTS	NTS.	
INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGKTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	28	10,482	4 4	41.4	35	41,775	5.0	44.7	13	7,389	4.0	35.4	
MANUFACTURING	9	2,210	4.0	29.3	23	9.691		44.7	12	6,419	3.8	37.2	
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TOBACCO	ŧ	\$		1	ı	l	8		ı		6		
RUBBER, PLASTICS			ě	1		1		1	~	715	0 ° 3	3.7	
LEATHER	2	760	4.5	22.3	2	624		. 4	1			8	
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PRINTING, PUBLISHING	8	•	1		-	1,400	0° %	55.3	ŧ	8	1	1	
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TRANSPORTATION EQUIP	_	505	3	í	~1	220			٣	1,960	7.5	78.6	
ELECTRICAL PRODUCTS	8	i	1	1	4	2,022		4	~		6,3	S	
NON-METALLIC MINERALS		ě		8	~	21		7	1	3	1		
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MISCELLANEOUS MFG		1			2	500	3.1	22,3	prod	316	1.8	21.6	
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RETAIL IRADE	\$	ı	ğ	ŧ	â	ĝ	0	ŧ	1	026	2.7	23.6	
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RECREATIONAL SERVICES	9	8	1	8	1	4	ı	ł	8	8	8	ŧ	
MANAGEMENT SERVICES	8	t	ŧ	1	5	1	8	1	ŧ	1	1	ŧ	
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MISCELLANEOUS SERVICES	8	ě	8	1	1	8	1	1	1		ı	\$	
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PROVINCIAL ADMINISTRATION	1	1	1	1	1	1	0	6	8	1	9	1	
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CONTRACTOR DESCRIPTION OF CHARLES OF CHARLES TO SEE TO SEE THE CHARLES	NG CLAUSE COVERING 200 OR MORE ONTAKIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 198	ENT
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IWO-YEAR AGREEMENTS

ONE-YEAR AGREEMENTS

THREE-YEAR AGREEMENTS

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EMPLS	9,617	1,345	ı	1	400	ł	27.6)	1	1	1	ł		1	ı			1	710		8,272	1		539		242	B	ı		ł	- 6	2,362	85	ı	ı	0	8	1		540	ŧ	
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INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	MANUFACTURING	TOBACCO	RUBBER, PLASTICS	LEATHER	LEXILES	CLOTHING MILLS		TURE. FIXTURES	PAPER	PRINTING PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	CHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST	FORESTRY	MINING, QUARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	KEIAIL IKAUE	LAPACH	INSURANCE, REAL ESTATE	EDUCATION, RELATED SERVICE		RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEUERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION	LOCAL ADMINISTRATION	CONSTRUCTION	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983 BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

THREE-YEAR AGHEEMENTS	WITHOUT COL CLAUSE	~	1,362	αν ν η η η η η η η η η η η η η η η η η η	2000
THREE	WITH COL CLAUSE	11	6,027	1981 8 997 46 1980 3 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	7 000
TWO-YEAR AGREEMENTS	WITHOUT COL CLAUSE	25	27,315	88 3 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	7064
TWO-	WITH COL CLAUSE	10	14,460	M4 4 804 4	20.00
ONE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	56	9,617	w w 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	1044
ONE-	WITH COL CLAUSE	2	865	01111 0 41111 3	† ° O *
	AGREEMENTS	92	29,646	25.2 1 4.2 1 4.2 1 4.2 1 4.2 1 4.2	43.0
	AVERAGE INCREASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEES AFFECTED	EASE GREEMENT AGREEM	AVERAGE OVER LIFE OF AGREEMENT

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1943 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

THREE-YEAR

TWO-YEAR

ONE-YEAR

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TABLE 8

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AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES. NEGOTIATED IN FOURTH QUARTIFR OF 1983

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TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983

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Ontario Ministry of Labour

CA2BN L51 -W12

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1984

Prepared by
Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour
August 1984



Hon Russell Ramsay Minister T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1984. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, one-year agreements are agreements effective for less than 18 months, two-year agreements for 18-29 months, three-year agreements for 30-41 months, and four-year agreements for 42-53 months.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division.

Toronto August, 1984



Highlights

Settlements negotiated during the first quarter of 1984 in 58 collective bargaining agreements covering 200 or more Ontario employees provided increases in base wage rates averaging 3.5 percent per year over the term of the agreements. This was a drop from the 4.1 percent average annual increase for the fourth quarter of 1983, and continued the decline that began in the third quarter of 1982, except for a small increase in the first quarter of 1983.

	Average Annual Increase										
	First Qua	rter 1984	First Quar	ter 1983							
		Cents		Cents							
	Per cent	per hour	Per cent	per hour							
All Industries (excluding											
construction)	3.9	39.9	4.8	38.8							
Agreements with COLA	1.0	10.0	4.3	35.1							
Agreements without COLA	5.0	50.3	5.3	43.1							
Agricultus Without Oola 1111	3.0	30.3	3.5	43.1							
Manufacturing	3.6	32.5	4.8	40.2							
Agreements with COLA	0.8	8.7	4.0	37.3							
Agreements without COLA	5.3	46.8	5.7	43.6							
J. 2011.21.22											
Non-manufacturing (excluding											
construction)	4.4	51.2	4.7	37.5							
Agreements with COLA	2.2	19.3	4.5	33.2							
Agreements without COLA	4.6	54.0	5.0	42.7							
Construction	2.7	50.0	2.8	51.1							
Agreements with COLA	-	-	-	-							
Agreements without COLA	2.7	50.0	2.8	51.1							

The first quarter settlements covered 46,456 employees in a variety of industries, including food, transportation equipment, chemicals, health and welfare, local government and construction.

The low average increase in this quarter reflects the absence of wage adjustments in one or more years in several of the settlements. Ten settlements, covering 5,807 employees, provided no increases over the term of the agreements; while 7, covering 17,282 employees, gave no increases in the first or first two years of the agreements, but granted subsequent increases averaging 4.5 percent per year.

The most common increases in the first quarter averaged 5-5.9 percent per year, and occurred in 15 agreements covering 7,804 employees. However, 55 percent of the settlements, covering 71 percent of the employees provided for increases of less than 5 percent annually.

Settlements in manufacturing industries covered 18,511 employees, and provided increases averaging 3.6 percent annually, compared with 4.8

percent in the fourth quarter of 1983. Eight of the settlements, covering 4,950 employees in rubber, metal fabricating transportation equipment and machinery gave no increases over the term of the agreements.

Settlements in non-manufacturing industries, excluding construction, covered 11,945 employees and gave increases averaging 4.4 percent per year, compared with 4.7 percent in the fourth quarter of 1983. Construction industry settlements covered 16,000 employees who received increases only in the second year of the agreements, averaging 5.5 percent.

The first quarter settlements covered 10,171 public sector employees who received increases averaging 4.5 percent in one-year agreements, compared with 5.0 percent in the previous quarter. The 36,285 employees covered by private sector settlements gained increases averaging 2.3 percent in the first year of the agreements and 3.2 percent per year over the term of the agreements. These compare with increases of 3.0 and 3.9 percent, respectively, in the fourth quarter of 1983.

Cost-of-Living Clauses

Seventeen of the first quarter settlements, covering 7,908 employees, contained cost-of-living clauses that were continued or revised from the previous agreements. These settlements provided for increases averaging 1.0 percent per year over the life of the agreements, down from 4.3 percent in the fourth quarter of 1983. (Adjustments from the cost-of-living clauses are not included in these increases because they depend on future changes in the Consumer Price Index). Eight of the settlements, covering 5,026 employees, gave no increases during the term of the agreements; and four, covering 1,282 employees, provided for increases only in the second or third year of the agreements.

Settlements not containing cost-of-living clauses, which include all those in the public sector, provided increases averaging 4.0 per cent per year, the same as in the fourth quarter of 1983.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN CULLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984 BY DURATION OF AGREEMENT

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FOUR-YEAR AGREEMENTS		•		•	0.	8		1	•	٠
THREE-YEAR AGREEMENTS	15	6,732		1.7	8.0	5.6		15.2	3.8	44.1
TWO-YEAR AGREEMENTS	7.5	26,324		3°3	1.6	3.5		44.7	13.4	6.14
ONE-YEAR AGREEMENTS	16	13,400		4 0	•	4.8		54.7	ı	54.7
ALLAGREEMENTS	58	46,456		3°2	1.0	0 • 4		43.3	10.0	50.2
AVERAGE ANNUAL INCREASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEES AFFECTED	AVERAGE PER CENT INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE	AVERAGE CENTS-PER-HOUR INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE

- 3 -

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984
BY INDUSTRY

ALL INDUSTRIES (INCL CONST) 58 ALL INDUSTRIES (EXCL CONST) 55 MANUFACTURING	EMPLS 46,456 30,456 30,456 1,260 1,260 1,260 1,400 1,400 1,138 3,364	CEER N-1 6 W 4 W 3 W 3 W 3 W 3 W 3 W 3 W 3 W 3 W 3	4 H H H H H H H H H H H H H H H H H H H	PER TELLITITION OF THE PER TENT OF THE PER TEN	6.934 6.934 6.934 1.020	AM 04 AM 04 00 8411111111114	PER HOUR 10.0 10.0 51.6	us.	EMPLS 38,548	PER CENT 4.0	CENTS PER HOUR
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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

AGRASSION IN THE STATE OF THE S	EMPLS						1				
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TABLE 4

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AVEHAGE ANNUAL II WITH COST-OF-LIVING CL		INOUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	MANUFACTURING	TOBACCO	PLASTICS	TEXTHER SESSESSESSESSESSESSESSESSESSESSESSESSES		CLOTHING	WOULD STATE OF THE PARTY OF THE	APER STATES	PRINTING, PUBLISHING	PRIMARY METALS	FABRICATED METALS	TOANCHINETT	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	CHEMICALS		NON-MANUFACTURING (EXCL CONST	MINING DIARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS	EHOLFALF TRADE	RETAIL TRADE	FINANCE	INSURANCE, REAL ESTATE	EDUCATION, RELATED SERVICE	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES		PEDERAL ADMINISTRATION	LOCAL ADMINISTRATION

OF 1984 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MOKE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER HOUR 25.0 36.4 44.1 THREE-YEAR AGREEMENTS PERCENT 1,271 EMPL.S AGRIS BY INDUSTRY AND DURATION OF AGREEMENT HOUR 43.9 5.0 50.0 58.7 25.5 TWO-YEAR AGREEMENTS 201 CENT 23.877 200 1,260 684 1,963 16,000 7,427 260 370 199 007 CENTS HOUR 54.7 9,99 ONE-YEAR AGREEMENTS 6.0 2.0 5.0 CENT EMPLS 13,400 13,400 1,010 10,171 2,623 6,741 3,229 AGRIS 9 [ALL INDUSTRIES (INCL CONST).
ALL INDUSTRIES (EXCL CONST). FORESTRY MINING, QUARRYING TRANSPORTATION COMMUNICATIONS WHOLESALE TRADE FINANCE EDUCATION. RELATED SERVICE MANAGEMENT SERVICES PERSONAL SERVICES CONSTRUCTION MANUFACTURING ELECTRICAL PRODUCTS NON-METALLIC MINERALS CHEMICALS VON-MANUFACTURING (EXCL CONST STORAGE ELECTRIC, GAS, WATER RETAIL TRADE INSURANCE, REAL ESTATE ... HEALTH, WELFARE SERVICES . RECREATIONAL SERVICES MISCELLANEOUS SERVICES ... FEDERAL ADMINISTRATION ... PAPER PRINTING, PUBLISHING PRIMARY METALS FABRICATED METALS MACHINERY TRANSPORTATION EQUIP PETROLEUM, OIL MISCELLANEOUS MFG LOCAL ADMINISTRATION FOUD. BEVERAGES TOBACCO RUBBER, PLASTICS LEATHER TEXTILES KNITTING MILLS CLOTHING моор FURNITURE, FIXTURES PROVINCIAL ADMINISTRATION INDUSTRY

TABLE 6

AVERAGE INCHEASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

						:	
		AGHEE	ONE-YEAR AGREEMENTS	AGREE	TWO-YEAR AGREEMENTS	AGKE	THREE-YEAR AGKEEMENTS
AVERAGE INCREASE	AGREEMENTS	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
	5.8	•	16	•	21	11	4
NUMBER OF EMPLOYEES AFFECTED	46,456	8	13,400	2,447	23,877	2,461	1,271
AVERAGE PER CENT INCREASE IN FIRST 12 MONTHS OF AGREEMENT SECOND 12 MONTHS OF AGREEMENT FHIRD 12 MONTHS OF AGREEMENT FIFTH 12 MONTHS OF AGREEMENT	V 0 0 1 1	1 1 1 1 1	0 1 1 1 1 3	> → 1 1 1 + 0 m mt	00111	40011	N.N.Q Q⊶0111
AGREEMENT	3°E	1	400	1.6	S. E.	0 .8	ي ئ
UR INCREASE IN AGREEMENT AGREEMENT AGREEMENT	7.62. 7.63. 7.63.		91111 10 10	445 45 86111	100 100 100 100 100 100 100 100 100 100	400	480 64011
AVERAGE OVER LIFE OF AGREEMENT	43.3	8	54.7	13.4	47.9		44.1

AVEDAGE DED CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

I ABLE !

TWO-YEAR AGREEMENTS AGREEMENTS	ST SECND THIRD FIRST SECND THIRD FOURT OF 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS 12MOS	9 4.7 - 1.4 1.8	0 Wat - 1.4 In 8		1 3°3 1 1°1 1 1°0 1 1°1 1 1°0 1 1°1	8 5.7 - 5.6 5.9 4.	~		9	0		. 4 .	1 1 0 0	ים הית הית חיים מי	ก	, u			0.5 0.5 0.	0.4 6		8 8 8	2.0 9.	1	7.6 3.9 3.7		2.2 2.0 1.8				1 1 1	2 2							7.0	1		
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	SECND		2.6)	0	S .			5.4	5.9		6.4		201	2.7		S			0 4		8	0.5	1	9.6	8	0.7		8			•	•	0	1		6		\$ P	4	. 9	
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	INDUSTRY	COMETA	ALL INDUSTRIES (INCL CONST)		MANUFACTURING	FOOD, BEVERAGES	TOBACCO	RUBBER, PLASTICS	LEATHER		KNITTING MILLS	CLOTHING	MOOW	FURNITURE, FIXTURES	PAPER	PRINTING, PUBLISHING	PRIMARY METALS	FABRICALED METALS	TOAM COOPERTION FORTE	FIRSTONIAL DECIMAL CONTRACTOR	NON-METALL IC MINERALS	PETROLEUM, OIL	CHEMICALS	MISCELLANEOUS MFG	TSNOO JONE STREET OF STREET STREET	FORFSTRY CONTROLLAND CONTROL	MINING QUARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	RETAIL TRADE	FINANCE	INSURANCE. REAL ESTATE	EDUCATION, RELATED SERVICES	PEALIN WELFARE SERVICES	MECKEALIUNAL DEMVICES	DEDCOMAL CROSTORS	MINCELL ANFORM SERVICES	FEDERAL ADMINISTRATION AND	9

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MURE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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7071 11101139	TWO-YEAR	SECND	1.4	1.1		1 8	8	1	8		8	9	1 (8		4.0	8	8		8	2.1		8	8			1		1			1 1	4		1	1	0	8
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TIVE BADGATHING AGREEMENTS

TABLE 9

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AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE UNTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984

TABLE 10

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AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

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TABLE 12

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		SECND 12MOS	74.0	30.0	58.1	70.0	,	31.00	4	22.0	47.8	33.7	0 1		1 /	740.7		8	* -		46.1)		8	8		ł	8	3	*	1 1	8	34.7	25.0	1 1		
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		INDUSTRY	ALL INDUSTRIES (INCL CONST)		FOOD BEVERAGES	TOBACCO		LEATHER	KNITING MILS	CLOTHING ALLONS	000M	FURNITURE, FIXTURES	DAPER	PRIMARY METALS	FABRICATED METALS	MACHINERY FOR FOLLOW	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	MISCELLANEOUS MFG		FORESTRY	MINING, QUARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS ************************************	WHOLESALF TRADE ASSESSES	RETAIL TRADE	FINANCE	INSURANCE, REAL ESTATE	EDUCATION. RELATED SERVICES	RECREATIONAL SERVICES		PERSONAL SERVICES	MISCELLANEOUS SERVICES	POUNTAL ADMINISTRATION -	THOU AINCEAL MUTICIONAL PROPERTY

Table 13

Size of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreements Covering 200 or More Ontario Employees, Negotiated in First Quarter 1984

	Covering 200 or More C	illatio El	iproyees,	Negotiated	III FILS	t quarter	
		All Agı	reements	Agreemer COLA (nts with Clause		ts without Clause
	Average Annual Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
	Percent						
	All Industries						
	Total	58	46,456	17	7,908	41	38,548
N	o increase	10	5,807	8	5,026	2	781
I	ncreases	48	40,649	9	2,882	39	37,767
	Under 20 percent	6	1,165	3	907 217	5	258 17,304
	2.0 - 2.9 percent 3.0 - 3.9 percent	4	17,521	2	582	2	875
	4.0 - 4.9 percent	8	8,222	3	1,176	5	7,046
	5.0 - 5.9 percent	15	7,804	_	-,	15	7,804
	6.0 - 6.9 percent	7	2,510	-	-	7	2,510
	7.0 - 7.9 percent	2	670	-	-	2	670
	8.0 percent and over	2	1,300	-	-	2	1,300
	Manufacturing						
	Total	42	18,511	14	6,934	28	11,577
N	o increase	8	4,950	7	4,661	1	289
1	ncreases	34	13,561	7	2,273	27	11,288
	Under 2.0 percent	4	1,165	3	907	1	258
	2.0 - 2.9 percent	2	1,539	_	500	2	1,539
	3.0 - 3.9 percent	2 3 3	957	2 2	582 784	1	375 323
	4.0 - 4.9 percent	12	1,107	2	/ 04	1 12	4,763
	5.0 - 5.9 percent 6.0 - 6.9 percent	7	4,763 2,510		_	7	2,510
	7.0 - 7.9 percent	1	2,310	_	_	1	220
	8.0 percent and over	2	1,300	-	_	2	1,300
	Non-manufacturing, in- cluding construction						
	Total	16	27,945	3	974	13	26,971
1	No increase	2	857	1	365	1	492
]	Increases	14	27,088	2	609	12	26,479
	Under 2.0 percent	-	-	_		_	15 015
	2.0 - 2.9 percent	4	16,032	1	217	3	15,815 500
	3.0 - 3.9 percent	5	500	1	392	1 4	6,723
	4.0 - 4.9 percent 5.0 - 5.9 percent	3	7,115 2,991	1	372	3	2,991
	6.0 - 6.9 percent	-	2,331	_	_	_	2,771
t	7.0 - 7.9 percent	1	450	_	-	1	450
	8.0 percent and over	-	-	-	-	-	-
	Cents-per-hour						
:	All Industries						
	Total	58	46,456	17	7,908	41	38,548
1	No increase	10	5,807	8	5,026	2	781
-	Increases	48	40,649	9	2,882	39	37,767
-	Under 10.0 cents	2	700	2	700	-	570
	10.0 - 19.9 cents	3	780	1 1	207	2 4	573
	20.0 - 29.9 cents 30.0 - 39.9 cents	5 11	2,479 5,327	3	974	8	4,353
	40.0 - 49.9 cents	9	3,782	1	477	8	3,305
	50.0 - 59.9 cents	12	20,151	1	307	11	19,844
	60.0 - 69.9 cents	-	-	-	-	-	-
	70.0 - 79.9 cents	5	6,630	-	-	5	6,630
	80.0 - 89.9 cents	-	-	-	-	-	-
	90.0 cents and over	1	800	_	_		800

Table 13 (cont'd)

Size of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreemen Covering 200 or More Ontario Employees, Negotiated in First Quarter 1984

	All Agr	reements	Agreemen COLA (ts without Clause
Average Annual Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Manufacturing Total	### ### ### ### #### #################	18,511 4,950 13,561 700 465 2,262 1,962 2,441 3,701 1,230 800 27,945 857 27,088	14 7 7 2 1 - 2 1 1 1	6,934 4,661 2,273 700 207 - 582 477 307 - - - 974 365 609 - 217	28 1 27 - 1 4 5 5 7 - 4 - 1 13 11 12 - 1	11,577 289 11,288 2,262 1,380 1,964 3,394 1,230 800 26,971 492 26,479 315
30.0 - 39.9 cents 40.0 - 49.9 cents 50.0 - 59.9 cents 60.0 - 69.9 cents 70.0 - 79.9 cents 80.0 - 89.9 cents 90.0 cents and over	4 3 4 - 1 -	3,365 1,341 16,450 - 5,400	1 - - - -	392 - - - - - -	3 3 4 - 1 -	2,973 1,341 16,450 - 5,400

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Ontario Ministry of Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1984

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

November 1984



Hon Russell Ramsay Minister T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1984. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, one-year agreements are agreements effective for less than 18 months, two-year agreements for 18-29 months, three-year agreements for 30-41 months, and four-year agreements for 42-53 months.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Beatrice Coutney (965-6886).

Toronto November, 1984



Highlights

Settlements negotiated during the second quarter of 1984 in 180 collective bargaining agreements covering 200 or more Ontario employees provided increases in base wage rates averaging 3.5 percent per year over the term of the agreements. This is the same as the average annual increase for the first quarter of 1984, and maintains the downward trend evident since the third quarter of 1982.

			ual Increas	
	Second Qua	arter 1984	First Quar	
		Cents		Cents
	Per cent	per hour	Per cent	per hour
All Industries, including construction	3.5 2.3 3.9	41.4 26.0 44.6	3.5 1.0 4.0	43.3 10.0 50.2
All Industries, excluding construction	3.9 2.3 4.8	37.7 26.0 44.6	3.9 1.0 5.0	39.9 10.0 50.3
Manufacturing	2.7 2.0 4.7	29.1 22.8 46.0	3.6 0.8 5.3	32.5 8.7 46.8
Non-manufacturing, excluding construction	4.7 3.7 4.8	44.2 43.8 44.2	4.4 2.2 4.6	51.2 19.3 54.0
Construction	2.6 - 2.6	50.0 50.0	2.7 - 2.7	50.0 - 50.0

The second quarter settlements covered 141,031 employees, mostly in the primary metal and construction industries and in education and local government.

The absence of wage adjustments in one or more years in several settlements kept the overall average increase in the second quarter of 1984 low. Eight of the settlements covering 3,620 employees, provided no increases over the term of the agreements. Another 23 settlements, covering 31,831 employees, gave no increases in the first or first two years of the agreements, but granted subsequent increases averaging 3.2 percent per year.

The most common increases in the second quarter averaged 5.0 - 5.9 percent per year, which occurred in 60 agreements covering 38,455 employees. However, 49 of the settlements, covering 64 percent of the employees, provided increases of less than 5 percent annually.

Settlements in manufacturing industries covered 42,630 employees, and provided increases averaging 2.7 percent annually, down from 3.6 percent in the first quarter of 1984. Four of the settlements covering 1,470 employees in rubber, furniture, machinery and transportation equipment provided no increases over the term of the agreement; while another 15 settlements, covering 21,212 employees mostly in primary metals and fabricated metals, provided no increases in one or two years of the term of the agreements.

Settlements in non-manufacturing industries, excluding construction, covered 55,985 employees, and provided increases averaging 4.7 percent per year, up from 4.4 percent in the first quarter. Five of the settlements, covering 4,006 employees in mining, transportation and education, provided no increases over the term or in the first year of the agreements.

The second quarter settlements covered 42,830 public sector employees who received increases averaging 4.8 percent mostly in one-year agreements, compared with 4.5 percent in the first quarter of 1984. Increases for the 98,201 employees covered by settlements in the private sector averaged 2.8 percent per year, compared with 3.2 percent in the first quarter of 1984.

Cost-of-Living Clauses

Forty-two of the second quarter settlements, covering 36,629 employees, contained cost-of-living clauses that were continued or revised from the previous agreements. Increases in these settlements averaged 2.2 percent per year over the life of the agreements, up from 1.0 percent in the first quarter of 1984. (Adjustments from the cost-of-living clauses are not included in the increases because they depend on future changes in the Consumer Price Index). Four of the settlements, covering 1,470 employees, provided no increases over the term of the agreements, while 15 covering 22,900 employees, provided increases only in the second or second and third years of the agreements.

Settlements without cost-of-living clauses provided increases averaging 3.9 percent per year, compared with 4.0 percent in the first quarter. Of these settlements, 12 covering 11,084 employees, provided no increases during the term or in the first year of the agreements.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984 BY DURATION OF AGREEMENT

- ADLC P

FIVE-YEAR AGREEMENTS	i	ė		*	P	B		ı.	*	•
FOUR-YEAR AGREEMENTS	ŧ	į		ķ		Ó		8	•	
THREE-YEAR AGREEMENTS	94	37,955		2.6	1.9	4.6		ທ ຫ ພ	21.8	35.4
TWO-YEAR AGREEMENTS	55	57,439		۳. د.	O, en	ان ان		8.64	46.9	50°5
ONE-YEAR AGREEMENTS	79	45,637		4.6	6.1	4.7		44.2	18.4	45.4
ALL	180	141,031		n° c	۳. د .	0.0 0.0		41.4	26.0	46.8
AVERAGE ANNUAL INCREASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEES AFFECTED	AVERAGE PER CENT INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE	AVERAGE CENTS-PER-HOUR INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984.

		ALL AGE	GREEMENTS	S	Ö	AGREEMENTS 0ST-0F-LIVIN		WITH S CLAUSE	S	AGREEMENTS	TS WITHOUT	DUT
INQUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
INDUSTRIES (INCL CONST)	160	141,031		41.4	4 4	36,629	20.0	26.0	138	104,402	W 4	46.8
TURING	99	.42,630	2.7	29.1	36	31,053	2.0	22.8	30	11,577	4.7	9
EVERAGES	11	3,833		6	4	, 93		φ.	7	686		
RUBBER, PLASTICS	1 0	732		0	1 (1)	732	100	10.2	1 1	ı į	ı į	0 1
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	m	1,389		0	~	233	5.4	32.7	101	1,156	4.07	41.8
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ELECTRICAL PRODUCTS	2	1,725			2	000		33.8	r į	1) '	
NON-METALLIC MINERALS	9	• 19			ហ	9 6		S	r=4	201	3.5	20.0
PETKOLEUM, OIL	i -	100		(1	1	į	ŧ	1 *	- 1		(
MISCELLANEOUS MFG	- N	044	3.1	28.3	۱ م	044	3.1	28.3	- i	0.1	ů i	1 0 1
NON-MANUFACTURING (EXCL CONST)	76	55,985	4.7	44.2	9	5,576	3.7	43.B	89	50,409	4.9	44.3
MINING DIABOVING	1 4	3,156	ווי	27 6	8 M	1 00 0	1 "	24.45		276		gen
TRANSPORTATION AND AND AND AND AND AND AND AND AND AN	2	066	9 6) (10	•	→ (\	000	9 0	31.7
STORAGE	-4	1,700	5.7	75.0	-	1,700	5.7	75.0	ij	i		,
MUNICATIONS	~	2			t ·	1				20	18.6	154.4
MINISTER TOACH WATER	† 1	2,021			 1 (19)	0 0	3°ES	(m)	1,254		52.4
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ANCE	ı	ı	8	•	•	1	i	ı	1	1	1	8
REAL ESTATE	2	1,450				•			2	,45		0.
TED SERV	44	19,564			-4	228	2.1	54.9	43	3		• 9
S)	ທ -	1,670	4.	33.6	ı	ı	8	ı	ហ・	1,670	4°	33.6
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PERSONAL SERVICES	J 40	5.470						1 8	u v	1 1		, ,
MISCELLANEOUS SERVICES	9)	•	ı		1	ı)		•	1
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INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
INDUSTRIES (EXCL CONST).	79	45,637	44	7.44	36	57,439	W 4 N 00	9.0	44	37,955	2.0	25°5°3
MANUFACTURING	2	1,217	5.1	30.5	25	8,803	4.1	41.0	39	32,610	200	un -
BEVERAGES	1	1	1	ı	10	6.40		å	-	(7)	φ. Φ.	
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ELECTRICAL PRODUCTS	8		•	8	ł	1			2	1.725	3.2	
METALLIC MINERALS	8	ı		į	8	159	3.6	50.8	4		4.04	•
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CHEMICALS		ı	B		prod	275	ហ	42.5	•			
ELLANEOUS MFG	•	1	1	į	prof	202		0.88	prof	235	4.0	ດ ເກ
NON-MANUFACTURING (EXCL. CONST	16	44,020	4.6	45.0	11	6,620	5.6	57.3	7	5,345	4.7	22.0
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AVERAGE ANNUAL INCREASES IN BASE WAVE KAIES IN COLLECIIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

TABLE 4

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AVERAGE ANNUAL WITH COST-OF-LIVING		INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	MANUFACTURING	FOOD, BEVERAGES	DEPART DI ACTION			KNITTING MILLS	CLOTHING	FOOD STATE DAY STATE OF STATE		PRINTING PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	NON-METAL TO MINEDA S	PETROLEUM. OIL	CHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST	FORESTRY	MINING, QUARRYING	TRANSPORTATION	STORAGE	ENTROPE ENTROPE	WHOLESALE TRADE	RETAIL TRADE	TINANCE	INSURANCE, REAL ESTATE	EDUCATION, RELATED SERVICE	HEALTH, WELFARE SERVICES .	MANAGEMENT OFFICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES			LOCAL ADMINISTRATION	

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CINCIPSIAN AUGUSTONIA SAGRASSAS OF AND	JSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984	トフ
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TWO-YEAR AGE	EMPLS	50,985	077	2,660	700	i	* 1	220	356	ķ	*	•	210	. •	1.594		F	270	201	6 (3	100	200	1 0	2/2	ţ	3+300	ŧ	į	§	į	208	664	1	É		1,200		ļ	450	348	ķ	ě		: 1			42,016
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ONE-YEAR AGE	EMPLS	43,589	000	000	i	i	į	Ì	•	į	è	•			1.000	8 3	į	į	į	. (į	į	į	į	42,189	į	275	066	Ì	į	290	į	i	1	į	18,906	-		507	800	į	į	1	18.451	3	400
ONE-	AGRTS	77		-4 - {		į.	į.	Ů.	ļ	į		į	ě	ĝ	, -	į	. <u>ģ</u>	į	. •	.	į		į .	•	į	75	į	-	2	į.	į	Й		į	ı	Í	41	ហ	į		•	į		!!!	0	22	~
	INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).		OUT TO THE TOTAL OF THE TOTAL O	TOUCH BEVERAGES		RUBBERS PLASILLY	LEATHER	TEXTILES	KNITTING MILLS	CLOTHING	MOOM	FURNITURE, FIXTURES	PAPER	PRINTING. PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION FOLID	FIFTHER DESCRIPTION	TACTOR OF THE PART	•			MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST	FORESTRY	MINING, DUARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	RETAIL TRADE	FINANCE	INSURANCE, REAL ESTATE	\rightarrow		RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MINDEL ANEOUS SERVICES	PENEDAL ANATALATON	DOCUMENT ADMINISTRATIONS	TACATACATACATACATACATACATACATACATACATAC		CONSTRUCTION

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984 BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

		AGRE	ONE-YEAR AGREEMENTS	AGRE	TWO-YEAR AGREEMENTS	THRE	THREE-YEAR AGREEMENTS	
AVERAGE INCREASE	AGREEMENTS	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL. CLAUSE	WITHOUT COL CLAUSE	
NUMBER OF AGREEMENTS	180	si	7.7	13	4.	27	19	
NUMBER OF EMPLOYEES AFFECTED	141,031	2.048	43,589	6,454	50,985	28.127	9,828	
AVERAGE PER CENT INCREASE IN								
FIRST 12 MONTHS OF AGREEMENT	81	2.7	4.07	404	œ t	6.0	4.01	
SECOND 12 MONTHS OF AGREEMENT	, en	0	!!	e.	٠ <u>+</u>	in u	4 N	
FOURTH 12 MONTHS OF AGREEMENT	1 1			ė	i	9		
GREEMENT .	i	•	1	ŧ	í		į	
AVERAGE OVER LIFE OF AGREEMENT	ស	1.9	7.4°	3.9	3.1	G.	9.4	
AVERAGE CENTS-PER-HOUR INCREASE IN								
FIRST 12 MONTHS OF AGREEMENT	29.5	25.6	42.4	52.0	24.7	9.1	27.4	
SECOND 12 MONTHS OF AGREEMENT	53.5	0.0	ŧ	42.1	75.6	26.0	34.9	
THIRD 12 MONTHS OF AGREEMENT	33.9			į	į	30.0	44.8	
FOURTH 12 MONTHS OF AGREEMENT	ė	į	į	•	ŧ	ġ	į	
FIFTH 12 MONTHS OF AGREEMENT	į	ţ	•	ŧ	ŧ	į	Ą	
AVERAGE OVER LIFE OF AGREEMENT	41.4	18.4	45.4	6.94	2.05	21.8	35,4	

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTAKIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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TABLE 10

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AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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TABLE 12

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MOL	ONE-YEAR AGREEMENTS	FIRST	4.0.0	35.0		• •	* 1				35.0		!	• •	*		1		46.1		61.	31.		33.2				46.6	36.		D U	7007	•		48.
00	۷٦	FOURT 12MOS	1 1	1 1			•		1	•	1 1	•	•	• •		•			•	•	•	•				!			•	*		, ,	•	,	•
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AVERAGE CENTS-PER-HOUR WITHOUT COST-OF-LIVING CLANDUR		INDUSTRY	ALL INDUSTRIES (INCL CONST)	MANUFACTURING	TOBACCO	KUBBEK, PLASTICS		ANITHING MILLS	COOR	FURNITURE, FIXTURES	DAPING DESCRIPTING	PRIMARY METALS	FABRICATED METALS	TO AND DO DE LA LOS LOS LOS LOS LOS LOS LOS LOS LOS LOS	E ECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST.)	FORESTRY	MINING. QUARRYING	TRANSPORTATION	COMMINITY ON A STATE OF STATE	ELECTRIC GAS WATER	WHOLESALE TRADE	RETAIL TRADE	MINANCE DE CONTRACTOR	EDUCATION RELATED SERVICES	HEALTH, WELFARE SERVICES	ES	MANAGEMENT SERVICES	ATACHI ANTOCA STRAIN	FEDERAL ADMINISTRATION	NOI	LOCAL ADMINISTRATION

Table 13

ze of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreements Covering 200 or More Ontario Employees, Negotiated in Second Quarter 1984

	All Agi	reements	Agreemer COLA (Agreement COLA (s without Clause
Average Annual Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Percent						
1 Industries Total	180 8 1 171 17 18 30 24 60 16 5	141,031 3,620 230 137,181 22,333 41,920 14,405 11,703 38,455 6,227 1,930	42 4 - 38 17 6 4 1 6 3 1	36,629 1,470 - 35,159 22,333 5,684 1,888 296 3,547 730 681	138 4 1 133 - 12 26 23 54 13 4	104,402 2,150 230 102,022 - 36,236 12,517 11,407 34,908 5,497 1,249
8.0 cents and over Inufacturing Total increase crease	1 66 4 1	42,630 1,470 230 40,930	36 4 - 32	31,053 1,470 - 29,583	30 - 1 29	208 11,577 - 230 11,347
Under 2.0 percent	16 5 14 4 10 8 4	21,908 3,895 5,308 1,781 3,639 2,919 1,480	16 4 3 1 4 3 1	21,908 3,625 1,263 296 1,080 730 681	1 11 3 6 5 3	270 4,045 1,485 2,559 2,189 799
n-manufacturing, including construction Total	114	98,401	6	5,576	108	92,825
increase	4 - 110 1 13 16 20 50 8 1	2,150 96,251 425 38,025 9,097 9,922 34,816 3,308 450 208	- 6 1 2 1 - 2	5,576 425 2,059 625 - 2,467	4 - 104 - 11 15 20 48 8 1	2,150 90,675 35,966 8,472 9,922 32,349 3,308 450 208

Table 13 (cont'd)

Size of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreemen Covering 200 or More Ontario Employees, Negotiated in Second Quarter 1984

	A11 Agi	reements	Agreemer COLA (nts with Clause	Agreement COLA (
Average Annual Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ ees
Cents-per-hour All Industries Total	180 8 1 171 2 18 14 29 30 47 17	141,031 3,620 230 137,181 460 24,706 8,657 18,620 12,763 57,209 8,287 5,157	42 4 - 38 2 16 3 5 2 5 3 2	36,629 1,470 - 35,159 460 23,704 2,053 3,044 921 1,721 1,256 2,000	138 4 1 133 - 2 11 24 28 42 14 7	104,40 2,15 23 102,02 1,00 6,60 15,57 11,84 55,48 7,03 3,15
80.0 cents and over Manufacturing Total No increase Decrease Under 10.0 cents 10.0 - 19.9 cents 20.0 - 29.9 cents 30.0 - 39.9 cents 40.0 - 49.9 cents 50.0 - 59.9 cents 60.0 - 69.9 cents 70.0 - 79.9 cents 80.0 cents and over	5 66 4 1 61 2 15 3 9 13 8 8 1	1,322 42,630 1,470 230 40,930 460 21,650 2,095 4,872 5,855 2,637 2,567 300 494	36 4 - 32 2 14 2 5 1 4 3 1	31,053 1,470 - 29,583 460 21,448 1,825 3,044 296 954 1,256 300	30 - 1 29 - 1 1 4 12 4 5 - 2	1,3% 11,5% 23,11,3% 20,2% 1,8% 5,5% 1,6% 1,3%
Non-manufacturing, including construction Total	114 4 - 110 - 3 11 20 17 39 9 8 3	98,401 2,150 - 96,251 - 3,056 6,562 13,748 6,908 54,572 5,720 4,857 828	6 - 6 - 2 1 - 1 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	5,576 - 5,576 - 2,256 228 - 625 767 - 1,700	108 4 - 104 - 1 10 20 16 38 9 7 3	92,82 2,15 90,66 80 6,33 13,74 6,26 53,80 5,77 3,11

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, 1984

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

August 1985



Hon William Wrye Minister T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in 1984. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7-9 provide information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Beatrice Coutney (965-6886).

Toronto August, 1985



Wage Developments in Collective Bargaining Settlements in Ontario, 1984

Settlements were negotiated during 1984 in 574 collective agreements covering 200 or more Ontario employees. A total of 514,291 employees were affected, primarily in the construction, transportation equipment and primary metal industries, education and health and welfare services, retail trade, and provincial and local government.

Wage Adjustments

The 574 settlements provided increases on base wage rates averaging 3.9 percent annually over the term of the agreements, the lowest since 1981. Annual increases reached a high in that year and have declined steadily since. (See Chart 1 and Table 6).

Of the 514,291 employees covered by the 1984 settlements, 26,715 received no wage increases over the term of the 32 agreements involved. (See Table 5). Another 59,190 employees, covered by 41 agreements, received no increases in the first or first and second years of the agreements, but had subsequent increases that averaged 3.9 percent per year.

The predominant increases in the 1984 settlements averaged 5.0-5.9 percent a year, and were received by 26 percent of the employees in 36 percent of the agreements. (See Table 5). The majority of the employees, 59 percent, received increases averaging less than 5 percent a year in 47 percent of the agreements. Only 10 percent of the employees, covered by 11 percent of the agreements, gained increases averaging 6 percent or more a year.

Manufacturing. The 1984 settlements affected 150,423 employees under 202 agreements in manufacturing industries. (See Table 1). Increases in these agreements averaged 3.0 percent a year. However, 12,453 of the employees, covered by 19 agreements in food and beverage, rubber, textiles, fabricated metals, machinery and transportation equipment, received no increases. (See Table 5). Seventy-three percent of those who received increases had adjustments averaging less than 4.0 percent a year.

Non-manufacturing. Settlements in non-manufacturing industries, excluding construction, provided increases averaging 4.6 percent a year. About 13,900 employees received no increases under 13 agreements in mining, transportation, communications, retail trade and education. Sixty-nine percent of those who obtained increases had adjustments averaging 4.0-5.9 percent a year.

Construction settlements provided increases averaging 2.7 percent a year, with 87 percent of the employees covered gaining adjustments of 2.0-2.9 percent. Increases in both construction and other non-manufacturing settlements combined averaged 4.2 percent a year.

Public and private sectors. The 1984 settlements involved 280 agreements covering 240,559 employees in general federal, provincial, and local government employment; education and related services; health and welfare services; administrative boards and related institutions; and government enterprises. Increases in these agreements averaged 5.0 percent a year, with 73 percent of the employees receiving annual adjustments of 4.0-5.9 percent. (See Tables 5 and 6).

Increases in the 294 private sector agreements averaged 2.9 percent a year. Of the 273,732 employees affected, 24,223 covered by 28 agreements, received no increases. Of those who received increases, 76 percent had adjustments averaging less than 4.0 a year.

Cost-of-Living Clauses

Cost-of-living (COLA) clauses were contained in 99 of the 1984 settlements, covering 117,320 employees mostly under agreements in the transportation equipment and primary metal industries. (See Tables 1 and 6). Increases in these COLA agreements averaged 2.2 percent a year. About 7,974 employees covered by 15 agreements received no increases over the term of the agreements. Another 33,802 employees under 23 agreements received no increases in one or two years of the agreements. (Wage adjustments that could be generated by the COLA clauses are not included in the settlement data because they depend on future changes in the Consumer Price Index).

Settlements in the 475 agreements without COLA clauses provided increases averaging 4.3 percent a year. Of the 396,971 employees covered, 18,741 under 17 agreements received no increases, and 25,388 covered by 18 agreements obtained no increases in the first or second year of the agreements.

Negotiations

The 1984 settlements were reached in an average of just over 4 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees. Forty-nine percent of the settlements covering 38 percent of the employees were concluded in 1-3 months. (See Table 7). Another 35 percent covering 37 percent of the employees were completed in 4-6 months. Negotiations lasted more than 9 months in just over 4 percent of the agreements covering 8 percent of the employees.

Negotiations of private sector agreements took less time to reach settlements than negotiations of public sector agreements. They lasted an average of 3 1/2 months, compared with an average of almost 5 months for public sector agreements. Ninety-two percent of the private sector settlements covering 90 percent of the employees were concluded in 6 months or less, compared with 75 percent of the public sector settlements covering 60 percent of the employees. Only 5 private sector settlements covering 3,484 employees took more than 9 months to be concluded, compared with 19 public sector settlements covering 38,019 employees.

About 37 percent of the settlements covering 32 percent of the employees were reached by parties themselves without outside assistance. (See Table 8). More public sector settlements were concluded at this stage than private sector settlements. Forty-eight percent of the negotiations covering 52 percent of the employees required government assistance before settlements were reached, including 38 covering 54,397 employees that involved work stoppages.

Chart 1

Average Annual Increases in Base Wage Rates in Settlements of Collective Agreements Covering 200 or More Employees, 1980-1984

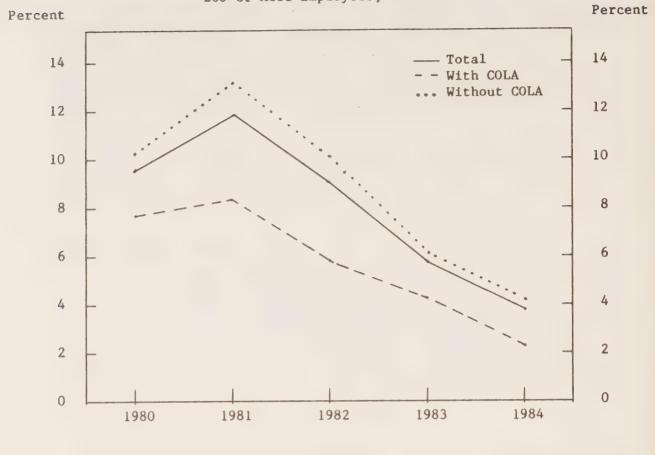


Chart 2

Average Annual Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Agreements Covering 200 or More Employees, 1980-1984

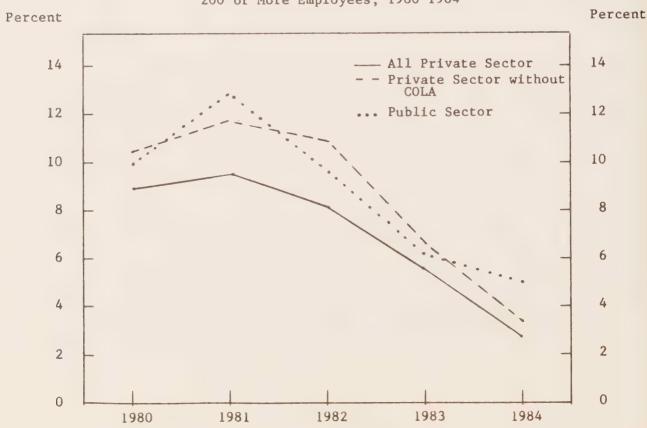


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, 1984

							,		
	A1	1 Agreem	ents		reements COLA Cla			ements w	
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase		Employ- ees	Percent Increase
industries, including	574	514,291	3.9	99	117,320	2.2	475	396,971	4.3
industries, excluding onstruction	535	445,475	4.1	99	117,320	2.2	436	328,155	4.7
Manufacturing	202	150,423	3.0	84	97,925	2.2	118	52,498	
i, Beverages	25	11,720	3.1	7	2,694	i	18	9,026	2.8
acco	2	1,213	8.2	_		_	2	1,213	8.2
per, Plastics	4	1,622	1.2	4	1,622	1.2	_		_
ther	5	1,778	4.4	_	_	-	5	1,778	4.4
tiles	8	4,165	4.1	1	233	5.4	7	3,932	4.0
ting Mills	1	310	10.7	_	_	-	1	310	10.7
ching	5	1,852	4.8	rima	_	-	5	1,852	4.8
1	5	1,249	4.7	-	_	-	5	1,249	4.7
niture, Fixtures	9	2,549	4.4	2	519	0.3	7	2,030	5.5
er	24	12,402	3.9	_	_	-	24	12,402	3.9
nting, Publishing	6	3,487	5.8	_	_	_	6	3,487	5.8
mary Metals	18	22,655	1.6	16	21,922	1.5	2	733	4.7
cicated Metals	17	4,819	2.0	13	3,841	1.6	4	978	3.6
ninery	8	3,358	1.5	4	2,104	0.3	4	1,254	3.4
isportation Equipment	24	58,031	2.4	16	55,036	2.2	8	2,995	4.9
ctrical Products	10	4,573	4.1	8	3,979	3.8	2	594	5.9
Metallic Minerals	12	6,035	4.1	9	4,845	4.0	3	1,190	4.6
roleum, Oil	4	1,276	4.5	-		-	4	1,276	4.5
micals	10	4,472	5.3	2	690		8	3,782	5.9
cellaneous Mfg	5	2,857	5.2	2	440	3.1	3	2,417	5.5
Non-manufacturing, excluding construction	333	295,052	4.6	15	19,395	2.5	318	275,657	
estry	5	2,472	3.8	-	-	_	5	2,472	
ing, Quarrying	10	8,158	1.9	9	7,883	1.8	1	275	
asportation		12,115		_	_	-	13	12,115	4.7
cage	1	1,700	5.7	1	1,700		_		-
funications	5	9,489	2.6	2	8,425	2.3	3	1,064	
etric, Gas, Water	9	18,900	4.6	1	767	5.0	8	18,133	
esale Trade	1	235	5.5	-minus	_	_	1	235	
hil Trade	18	35,049	2.1	_	****	-	18	35,049	2.1
ince	- /	2 /00	4.8		_	_	-	2 /00	4.0
rance, Real Estate	4	2,490	4.6	_ 1	228		4	2,490	4.8
th, Welfare Services	115	79,999 26,964	5.3	1	220	2.1	114 66	79,771	4.7 5.3
ceational Services	66 3	1,000	4.9		_			1,000	4.9
Algement Services	7	2,623	5.0	1	392	4.5	3 6	2,231	5.1
onal Services	10	7,217	4.9		374	-	10	7,217	4.9
cellaneous Services	1	250	5.0	_		_	1	250	5.0
eral Administration	4	3,257	4.4		_	_	4	3,257	4.4
vincial Administration	9	47,217	6.4	_	_	_	9	47,217	6.4
al Administration	52	35,917	5.0	_	_	_	52	35,917	5.0
	39	68,816					39	68,816	2.7
struction	29	00,010	2.7				23	00,010	2.1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, 1984

	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-year Agreement			
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Perce	
All industries, including construction	278	235,794	5.0	172	155,309	3.1	124	123,188	2.	
All industries, excluding construction	277	235,394	5.0	134	86,893	3. 5	124	123,188	2.	
Manufacturing	19	7,540	4.3	83	35,489	4.0	100	107,394	2.	
Food, Beverages	2	925	4.8	18	9,375	2.5	5	1,420	5.	
Tobacco	_	-	-	2	1,213	8.2	-	_	-	
Rubber, Plastics	-	-	_	1	282	0.0	3	1,340	1	
Leather	-	-	-	5	1,778	4.4		1 027	-	
Textiles	1	230	0.0	3	1,998	3.7	4	1,937	4.	
Knitting Mills	_	_	_	1 4	310 1,650	10.7	1	202	3.	
Clothing	_		_	2	489	4.2	3	760	1	
Furniture, Fixtures	1	279	3.9	5	1,428	4.9	3	842		
Paper	_	_		2	667	6.0	22	11,735		
Printing, Publishing	2	1,269	6.6	3	1,913	5.0	1	305		
Primary Metals	1	217	0.9	3	1,033	4.2	14	21,405	1.	
Fabricated Metals	2	494	2.2	5	1,438	1.7	10	2,887	2.	
Machinery	1	488	0.0	5	1,753	2.4	2	1,117		
Transportation Equipment	1	750	0.0	9	3,628	4.1	14	53,653		
Electrical Products	_	-	-	5	1,875	5.1	5	2,698		
Non-Metallic Minerals	1	360	1	3	1,082	4.2	8	4,593	4.	
Petroleum, Oil	4	1,276	1	-	2 520	4.8	2	690	2.	
Chemicals	3	1,252	8.0	5 2	2,530	6.4	3	1,810		
Miscellaneous Mfg					1,047	0.4		1,010	7.	
Non-manufacturing, excluding construction	258	227,854	5.0	51	51,404	3.1	24	15,794	1	
Forestry		_	-		-	-	5	2,472		
Mining, Quarrying		2,106	2.4	3	1,309		5	4,743	1.	
Transportation	6	9,437	4.8	2	526	1	5	2,152	4.	
Storage	_	0.056	- /	1	1,700		-	105	-	
Communications	2	8,256		2 2	808		1	425	2.	
Electric, Gas, Water	7	17,469	4.5	1	1,431 235	5.6 5.5				
Retail Trade	1	1,200	0.0	17	33,849		_		_	
Finance	_	-,200	-	-	-		_	_		
Insurance, Real Estate	1	370	5.0	2	1,870	4.9	1	250	3.	
Education, Related Services	110	78,172		5	1,827	3.5	_	_	-	
Health, Welfare Services	62	24,626	5.1	4	2,338		-	-	-	
Recreational Services	2	550	1	1	450		-	-	-	
Management Services	4	1,533	1	2	740	1	1	350	1	
Personal Services	2	1,115	3.9	2	700		6	5,402	5.	
Miscellaneous Services	-	1 500	- / 2	1	250	1	_	_	-	
Federal Administration	3	1,596		1	1,661	4.7	_	_		
Provincial Administration Local Administration	9 47	47,217		5	1,710	4.8	_			
Construction	1	400	0.0	38	68,416	2.7	_	_		
		1						1	1	

¹One-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, 1984

	by Indu	stry and	Duracion	OI Agi	cement,	1704			
	One-ye	ear Agree	ements ¹	Two-ye	ear Agre	ements ¹	Three-	year Agre	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
industries, including construction	5	11,286	2.0	29	12,757	3.4	65	93,277	2.1
industries, excluding onstruction	5	11,286	2.0	29	12,757	3.4	65	93,277	2.1
Manufacturing	3	1,455	0.1	22	8,361	3.0	59	88,109	
d, Beverages	_	_	_	5	2,165		2	529	
acco	_	_	_	_	2,103	-	_	-	-
ber, Plastics	_	_	_	1	282	0.0	3	1,340	1.5
ther	_	_	_	_	_	-	_	_	_
tiles	-	_	-	_	-	-	1	233	5.4
tting Mills	-	-	-	_	_	_	-	_	-
thing	_	-	-	-	_	-	_	-	
d	-	_	-	-	-		-	_	-
niture, Fixtures	-	_	-	1	225	0.7	1	294	0.0
er	-	-	-	_	_	-	-	-	
nting, Publishing	_	-	-	_	-	-	_	_	_
mary Metals	1	217	0.9	1	300		14	21,405	
ricated Metals		/ 00	-	3	954	0.0	10	2,887	2.2
hinery	1	488	0.0	1 1	499	0.0	2	1,117	0.6
nsportation Equipment	1	750	0.0	5	2,198	3.4	10	52,088	2.2
ctrical Products -Metallic Minerals		_	_	1	1,281 252	4.7 3.8	8	2,698	3.3 4.0
			_	1	232	3.0	0	4,593	4.0
roleum, Oil	_					_	2	690	2.1
cellaneous Mfg	_	_		1	205	6.1	1	235	0.4
Non-manufacturing, excluding construction	2	9,831	2.2	7	4,396		6	5,168	
		,,,,,,			_	_		_	
estry	1	1,831	2.0	3	1,309	2.3	5	4,743	1.5
nsportation	_	1,051	2.0	_	1,505	-	-	7,743	1.00
rage	_	_	_	1	1,700	5.7	_	_	_
municatons	1	8,000	2.3	_		-	1	425	2.4
ctric, Gas, Water	_	_	_	1	767	5.0	_	_	_
lesale Trade	_	_		_	_	_	-	_	_
ail Trade	_	_	_	_	_	-	-	_	-
ance	-	_	_	_	_	-	_	_	
urance, Real Estate	_	_	-	_	_	-	-	-	
cation, Related Services	-	-	-	1	228	2.1	-	_	-
lth, Welfare Services	-	_	-	_	-		-	-	-
reational Services	-	-	-	_	_	_		_	-
agement Services	-	-	-	1	392	4.5	_	_	-
sonal Services	-	-	-	-	_	_	_		_
scellaneous Services	-	_	-	_	_	-	_	_	_
leral Administration	-	-	_	_	_	_	_	_	_
vincial Administration	-	_	_	_	_	_	_	_	
cal Administration	-	_	_	_	_	-			
struction	-	_	-	_	_	_	-	_	_
	1	L	1		1				

ne-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, 1984

by limitably and bulletion of lightenante, 1507											
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-	year Agre	eement		
	Agree-	Employ-	Percent	Agree-	Employ-	Percent	Agree-	Employ-	Perce		
Industry	ments	ees	Increase	ments	ees	Increase	ments	ees	Incre		
All industries, including construction	273	224,508	5.1	143	142,552	3.1	59	29,911	4.		
All industries, excluding construction	272	224,108	5.1	105	74,136	3.5	59	29,911	4.		
Manufacturing	16	6,085	5.3	61	27,128	4.3	41	19,285	4.		
Food, Beverages	2	925	4.8	13	7,210	2.1	3	891	6		
Tobacco	-	_	-	2	1,213	8.2	-	-	-		
Rubber, Plastics	_	-	-	-	_	-	-	-	-		
Leather	-	-	-	5	1,778	4.4	-	1 704	-		
Textiles	1	230	0.0	3	1,998		3	1,704	4.		
Knitting Mills	_	-	_	1 4	310	10.7 4.9	1	202	3.		
Clothing	_	_	_	2	1,650	4.9	3	202 760	5.		
Furniture, Fixtures	1	279	3.9	4	1,203	5.7	2	548	5.		
Paper	-	2//	-	2	667	6.0	22	11,735	3.		
Printing, Publishing	2	1,269	6.6	3	1,913	5.0	1	305	7.		
Primary Metals	_	-	-	2	733	4.7	_	-	-		
Fabricated Metals	2	494	2.2	2	484	5.0	-	-	-		
Machinery	-	-		4	1,254	3.4	-	-	-		
Transportation Equipment	-	-	-	4	1,430	5.1	4	1,565	4.		
Electrical Products	-	-		2	594	5.9	_	-	-		
Non-Metallic Minerals	1	360	5.0	2	830	4.4	_	_	****		
Petroleum, Oil	4	1,276	4.5	-	2 520	- 1. 0	-	_	-		
Chemicals Miggallappous Mfg	3	1,252	8.0	5	2,530		2	1 575	-		
Miscellaneous Mfg				1	842	6.5	2	1,575	5.		
Non-manufacturing, excluding construction	256	218,023	5.1	44	47,008	3.0	18	10,626	4.		
Forestry	-	- 075	-	-	_	-	5	2,472	3.		
Mining, Quarrying	1	275	5.0	_	500	-	-	0.150	 4 (
Transportation	6	9,437	4.8	2	526	5.0	5	2,152	4.		
Communications	1	256	5.0	2	808	4.8	_				
Electric, Gas, Water	7	17,469	4.5	1	664	6.3	-	_	_		
Wholesale Trade	_	-	-	1	235		-	_	_		
Retail Trade	1	1,200	0.0	17	33,849	2.2	_	_	_		
Finance	_	-	-	-	-	-	-	_			
Insurance, Real Estate	1	370	5.0	2	1,870	4.9	1	250	3.		
Education, Related Services	110	78,172	4.7	4	1,599	3.7	-	-	-		
Health, Welfare Services	62	24,626	5.1	4	2,338	6.8	-	_	-		
Recreational Services	2	550	4.4	1	450	5.5	-	-	-		
Management Services Personal Services	4	1,533	5.0	1	348	5.5	1	350	5.		
Miscellaneous Services	2 _	1,115	3.9	2	700 250	5.5 5.0	6	5,402	5.		
Federal Administration	3	1,596	4.2	1	1,661	4.7	_	_	_		
Provincial Administration	9	47,217	6.4	_	-,001	-	_	_	-		
Local Administration	47	34,207	5.0	5	1,710	4.8	_		_		
Construction	1	400	0.0	38	68,416		_		_		
OSTAGOLION TO SEE SEE SEE SEE SEE		400	0.0	30	00,410	401					

 $^{^{1}}$ One-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, 1984

	All Ag	reements	Agreemer COLA (ts without Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
11 Industries						
Total	574	514,291	99	117,320	475	396,971
o increase	32	26,715	15	7,974	17	18,741
ecrease	1	230	_	,,,,,	1	230
ncrease	541	487,346	84	109,346	457	378,000
Under 2.0 percent	32	37,118	29	30,372	3	6,746
2.0 - 2.9 percent	56	136,621	19	63,557	37	73,064
3.0 - 3.9 percent	80	44,835	13	5,652	67	39,183
4.0 - 4.9 percent	102	86,029	9	3,709	93	82,320
5.0 - 5.9 percent	205	133,785	9	4,417	196	129,368
6.0 - 6.9 percent	39	24,706	3	730	36	23,976
7.0 - 7.9 percent	14	8,241	2	909	12	7,332
8.0 percent and over	13	16,011	_	-	13	16,011
anufacturing						
Total	202	150,423	84	97,925	118	52,498
o increase	19	12,453	14	7,609	5	4,844
ecrease	1	230		-	1	230
ncrease	182	137,740	70	90,316	112	47,424
Under 2.0 percent	26	26,104	25	25,846	1	258
2.0 - 2.9 percent	20	55,951	13	52,537	7	3,414
3.0 - 3.9 percent	41	18,911	12	5,027	29	13,884
4.0 - 4.9 percent	23	9,568	8	3,317	15	6,251
5.0 - 5.9 percent	38	13,862	7	1,950	31	11,912
6.0 - 6.9 percent	21	7,874	3	730	18	7,144
7.0 - 7.9 percent	8	2,878	2	909	6	1,969
8.0 percent and over	5	2,592	-	-	5	2,592
on-manufacturing, including construction						
Total	372	363,868	15	19,395	357	344,473
o increase	13	14,262	1	365	12	13,897
ecrease	_	_	_	_	_	_
ncrease	359	349,606	14	19,030	345	330,576
Under 2.0 percent	6	11,014	4	4,526	2	6,488
2.0 - 2.9 percent	36	80,670	6	11,020	30	69,650
3.0 - 3.9 percent	39	25,924	1	625	38	25,299
4.0 - 4.9 percent	79	76,461	1	392	78	76,069
5.0 - 5.9 percent	167	119,923	2	2,467	165	117,456
6.0 - 6.9 percent	18	16,832	-	-	18	16,832
7.0 - 7.9 percent	6	5,363	-	-	6	5,363
8.0 percent and over	8	13,419	-	-	8	13,419
on-manufacturing, excluding construction						
	333	295,052	15	19,395	318	275,657
			1	365	11	13,497
Total	12	13.862 1				
Total	12	13,862	_	_	-	
Total		-	_	1	- 307	-
Total o increase	-	13,862 - 281,190 11,014	_	19,030 4,526		262,160 6,488

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, 1984

	All Ag	reements	Agreemen COLA C		_	ts withou Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Non-manufacturing, excluding						
construction (cont'd)						
3.0 - 3.9 percent	28	18,574	1	625	27	17,949
4.0 - 4.9 percent	78	76,261	1	392	77	75,869
5.0 - 5.9 percent	166	119,123	2	2,467	164	116,656
6.0 - 6.9 percent	18	16,832	_	_	18	16,832
7.0 - 7.9 percent	6	5,363	_	_	6	5,363
8.0 percent and over	8	13,419	_	_	8	13,419
Construction						
Total	39	68,816	-	_	39	68,816
No increase	1	400	_		1	400
Decrease	_	_	-	-	_	-
Increase	38	68,416	-	_	38	68,416
Under 2.0 percent	_	-	_	_	_	
2.0 - 2.9 percent	25	60,066		_	25	60,066
3.0 - 3.9 percent	11	7,350	_		11	7,350
4.0 - 4.9 percent	1	200			1	200
5.0 - 5.9 percent	1	800	-	_	1	800
6.0 - 6.9 percent	_	_	_	-	_	-
7.0 - 7.9 percent 8.0 percent and over	_		_		_	
0.0 percent and over						
Private sector						
Total	294	273,732	96	108,792	198	164,940
No increase	28	24,223	15	7,974	13	16,249
Decrease	1	230	_	-	1	230
Increase	265	249,279	81	100,818	184	148,461
Under 2.0 percent	31	36,630	29	30,372	2	6,258
2.0 - 2.9 percent	46 64	114,798	17	55,329	29	59,469
3.0 - 3.9 percent	36	38,297	12 9	5,352 3,709	52	32,945
5.0 - 5.9 percent	52	22,301 22,795	9	1	27 43	18,592
6.0 - 6.9 percent	22	8,538	3	4,417	19	18,378
7.0 - 7.9 percent	9	3,328	2	909	7	2,419
8.0 percent and over	5	2,592	_	_	5	2,592
Public sector						, , , , ,
Total	280	240,559	3	8,528	277	222 021
No increase	4	2,492	_	0,520	4	232,031
Decrease	_	2,772	_		4	2,492
Increase	276	238,067	3	8,528	273	229,539
Under 2.0 percent	1	488	_	-	1	488
2.0 - 2.9 percent	10	21,823	2	8,228	8	13,595
3.0 - 3.9 percent	16	6,538	1	300	15	6,238
4.0 - 4.9 percent	66	63,728	-	_	66	63,728
5.0 - 5.9 percent	153	110,990	_	_	153	110,990
6.0 - 6.9 percent	17	16,168	_	_	17	16,168
7.0 - 7.9 percent	5	4,913	_	-	5	4,913
8.0 percent and over	8	13,419		_	8	13,419

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, 1980-1984

		T	T
37 1 m C 4	Agree-	Employ-	Percent
Year and Type of Agreement	ments	ees	Increase
1980			
All agreements	601	542,901	9.5
Agreements with cost-of-living clause	165	165,871	7.8
Agreements without cost-of-living clause	437	377,530	10.2
All private sector agreements	295	211,392	8.9
Private sector agreements without cost-of-living			
clause	169	105,958	10.4
Public sector agreements	306	331,509	9.8
1981			
All agreements	586	459,118	11.7
Agreements with cost-of-living clause	137	123,393	8.1
Agreements without cost-of-living clause	449	335,725	13.0
All private sector agreements	248	141,759	9.4
Private sector agreements without cost-of-living	240	141,733	7.7
clause	137	58,707	11.7
Public sector agreements	338	317,359	12.7
		, , , , , , , ,	1207
1982	505	664	
All agreements	595	664,559	9.0
Agreements with cost-of-living clause	113	159,197	5.9
Agreements without cost-of-living clause	482	505,362	10.0
All private sector agreements	264	257,866	8.0
Private sector agreements without cost-of-living	105	150 167	10.0
clause	185	150,167	10.8
Public sector agreements	331	404,694	9.6
1983			
All agreements	764	549,753	5.9
Agreements with cost-of-living clause	104	77,596	4.2
Agreements without cost-of-living clause	660	472,157	6.2
All private sector agreements	280	179,720	5.5
Private sector agreements without cost-of-living			
clause	176	102,124	6.5
Public sector agreements	484	370,033	6.1
1984			
All agreements	574	514,291	3.9
Agreements with cost-of-living clause	99	117,320	2.2
Agreements without cost-of-living clause	475	396,971	4.3
All private sector agreements	294	273,732	2.9
Private sector agreements without cost-of-living		2,0,,02	_ ,
clause	198	164,940	3.3
Public sector agreements	280	240,559	5.0
		,	

 $\frac{\text{Table 7}}{\text{Duration of Negotiations of Settlements of Collective Agreements}}$ Covering 200 or More Ontario Employees, 1984

Employ-	Agree-	Employ
	ments	Employ- ees
273,732	280	240,559
126,287	110	70,912
119,912	101	72,286
24,049	50	59,342
1,324	18	37,527
2,160	1	492
	126,287 119,912 24,049 1,324	126,287 110 119,912 101 24,049 50 1,324 18

 $\frac{\text{Table 8}}{\text{Stages of Negotiations of Settlements of Collective Agreements}}$ 200 or More Ontario Employees, 1984

	Tot	al	Private	Sector	Public	Sector
Stage of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	574	514,291	294	273,732	280	240,559
Direct bargaining	210	162,342	87	78,065	123	84,277
Conciliation	79	37,468	48	25,880	31	11,588
Post-conciliation bargaining	43	41,544	36	39,061	7	2,483
Mediation	121	125,640	89	77,195	32	48,445
Post mediation bargaining	10	7,967	7	5,340	3	2,627
Arbitration	59	64,556	-	water	59	64,556
Work stoppage	38	54,397	27	48,191	11	6,206
Legislation	9	3,516	-	-	9	3,516
Other	5	16,861	_		5	16,861

Table 9

Duration and Stages of Negotiations of Settlements of Collective Agreements Covering $200\,$ or More Ontario Employees, $1984\,$

	s & Over	Employ- ee	2,652	952	1,700	I	ı	ŧ	1	t	ŧ	•
	13 Months	Agree- ments	3	2	П	1	ı	. 1	ı	ı	ı	ı
	10-12 Months	Employ- ees	38,851	3,621	ı	1	1,606	I	30,509	1,559	ı	1,556
no	10-12	Agree- ments	21	7	I	1	4	ı	2	er.	ı	2
Negotiation	7-9 Months	Employ- ees	83,391	36,976	2,232	1,046	23,419	5,226	10,765	2,637	1,090	1
Duration of	7-9 1	Agree- ments	69	24	7	m	16	2	9	5	6	l
Dura	4-6 Months	Employ- ees	192,198	30,890	21,257	29,647	44,617	1,141	10,657	46,389	i	7,600
	4-6 1	Agree- ments	201	67	48	17	94	m	16	21	ı	
	1-3 Months	Employ- ees	197,199	89,903	12,279	10,851	55,998	1,600	12,625	3,812	2,426	7,705
	1-3 N	Agree- ments	280	128	23	23	55	2	32	6	9	2
	Total	Employ- ees	514,291	162,342	37,468	41,544	125,640	7,967	64,556	54,397	3,516	16,861
	Tc	Agree- ments	574	210	79	43	121	10	59	38	6	5
		Stage of Negotiation	Total	Direct bargaining	Conciliation	Post-conciliation bargaining	Mediation	Post-mediation bar- gaining	Arbitration	Work stoppage	Legislation	Other



CA2 ØN L51 - W/2



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1984

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

June 1985



Hon Robert G. Elgie Minister T.E. Armstrong, Q.C. Deputy Minister



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FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1984. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, one-year agreements are agreements effective for less than 18 months, two-year agreements for 18-29 months, three-year agreements for 30-41 months, and four-year agreements for 42-53 months.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Beatrice Coutney (965-6886).

Toronto June, 1985



Settlements negotiated during the fourth quarter of 1984 in 191 collective bargaining agreements covering 200 or more Ontario employees provided increases in base wage rates averaging 4.1 percent per year over the term of the agreements. This is the same as the average annual increase for the third quarter of 1984.

		Average Ann	ual Increas	e
	Fourth Qui	arter 1984	Third Quar	
		Cents		Cents
	Per cent	per hour	Per cent	per nour
All Industries, including construction	4.1	40.8	4.1	42.3
	2.4	30.2	2.4	27.0
	4.8	45.5	4.2	43.8
All Industries, excluding construction	4.1	40.7	4.2	41.5
	2.4	30.2	2.4	27.0
	4.8	45.5	4.4	42.9
Manufacturing	2.8	33.5	3.3	31.1
	2.4	30.4	3.1	32.1
	4.4	44.7	3.5	30.8
Non-manufacturing, excluding construction	4.7	44.6	4.4	43.6
	2.3	28.8	1.6	21.1
	4.9	45.6	4.5	44.8
Construction	2.8	50.0	2.6	54.5
	-	-	-	-
	2.8	50.0	2.6	54.5

The fourth quarter settlements covered 200,209 employees, mainly in the transportation equipment and paper industries, and in communications, education, health and provincial administration.

The most common increases in the fourth quarter averaged 5.0 - 5.9 percent year, which occurred in 82 agreements covering 56,783 employees. However, 49 percent of the settlements, covering 59 percent of the employees provided for increases of less than 5 percent annually. Of these settlements, 10 covering 12,718 employees provided no increases.

Settlements in manufacturing industries covered 68,970 employees, and provided increases averaging 2.8 percent annually, down from 3.3 percent in the third quarter of 1984. Three of the settlements covering 1,463 employees in food and beverage, machinery and transportation equipment provided no increases during the term of the agreements.

Settlements in non-manufacturing industries excluding construction, covered 130,439 employees, and provided increases averaging 4.7 percent per year, compared with 4.4 percent in the third quarter. Seven of the settlements, covering 11,255 employees in communications and retail trade provided no increases during the term of the agreements.

The fourth quarter settlements covered 113,606 public sector employees who received increases averaging 5.2 percent, compared with 4.9 percent in the third quarter of 1984. Increases for the 86,603 employees covered by settlements in the private sector averaged 2.5 percent per year, down from 3.0 percent in the third quarter of 1984.

Cost-of-Living Clauses

Nineteen of the fourth quarter settlements, covering 62,329 employees, contained cost-of-living clauses that were continued or revised from the previous agreements. Increases in these settlements averaged 2.4 percent per year over the life of the agreements, the same as in the third quarter of 1984. Five of the settlements, covering 2,608 employees, provided no increases over the full term of the agreements or in one or more years. (Adjustments from the cost-of-living clauses are not included included in the increases because they depend on future changes in the Consumer Price Index).

Settlements without cost-of-living clauses provided increases averaging 4.8 percent per year, compared with 4.2 percent in the third quarter. Twelve of the settlements covering 13,074 employees provided no increases over the full term of the agreements or in one or more years.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MURE ONTARIO EMPLOYEES. NEGOTIATED IN FOURTH QUARTER OF 1984
BY DURATION OF AGREEMENT

FIVE-YEAR AGREEMENTS	ı	ŧ		1	ı	ı		ŧ	,	
FOUR-YEAR AGREEMENTS	٠	1		a	•				٠	1
THREE-YEAR AGREEMENTS	36	63,618		2.7	2.3	4.1		34.2	30.8	47.5
TWO-YEAR AGREEMENTS	38	24,958		2.8	4.1	7.2		27.1	38.2	6.25
ONE-YEAR AGREEMENTS	119	111,633		5.1	2.0	5.4		47.6	6.42	49.6
ALL AGREEMENTS	191	500,209		4.1	2.4	4 00 0		40.8	30.5	\$. ?.
AVERAGE ANNUAL INCREASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEE'S AFFECTED	AVERAGE PER CENT INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE	AVERAGE CENTS-PER-HOUR INCREASE FOR	ALL AGREEMENTS	AGREEMENTS WITH COL CLAUSE	AGREEMENTS WITHOUT COL CLAUSE

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TABLE ?
AVERAGE ANNIJAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES. NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY

UT AUSE	CENTS PER HOUR	4 5. 5	7 77	21.7	101.7	•	21,1					25.0			0 0 0			2000	e i		n 1	43.3		45.6	53.0	r		10.9			5.6		* **	53.0	0.04	9 !	7 01	•		70°0			20.0
INING CL	PER	4 4 © Ø		7			3.9	4	10.7						> ° °	0		۷°			ر د د	5		6.4	3.8		† 1	1.5		1	0.3	•		4 H		t				6.4	6.4		2.8
AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	EMPLS	137,880	14.641	1	713	2 8	1,298		310	300	510	279	1910	697	258	613	i	3 0 0	# N		110	1.575)	122,439	21412	1 4	0 6	856			12.049		1 + 0 4	40+306	0000	•	9 110	000	, ,	25.985	3,793		. 800
ŭ	AGRTS	172	1	,	i	• 1	6		-	-	~	(•	→ .		7		N C	u (1	N I		1	139	s n	• •	D (٨	i 1	4	0	8 (N !	4	25	•		٠ ۱		V 4	0	,	2
H AUSE	CENTS PER HOUR	30.2	4.05			38.3		ı	•	1	ı	1	•	8 1	000	0.4	0.0	00°0	404		• 1	1 1		28.8	•	•	• •	28.			1	•	8	1	•	1	•	• 1	•	6 1			
AGREEMENTS WITH	PER	2.4	2.4	•	ı	4.4	•		1	ł	ı	1	8	•	•	0.0		70	9 6			1 0		2.3			• (6		ı		1		1	•	t	6 !	1	•		8		1
AGREEMENTS WITH COST-OF-LIVING CLAUSE	EMPLS	62 . 329 62 . 329	54.120	1	ı	276		1	ı	•	٠	ı	•		1,204	200		50.05	400	* * * * * * * * * * * * * * * * * * * *	1 1			8,000	١	•	1 1	8.000		4	1	•	ı	ı	1	ŧ	ı	•	•	\$ (•
ວັ	AGRTS	19	<u> </u>	2 1	1	-		1	1	ı		•	1	1 (~) -		- (ap r	u n	0	8 (1 1	ı	-	ı	•	• (-	• •	1		ŧ	•	1	ŧ	ı	ŧ	1	8	\$ (
	CENTS PER HOUR	40.8	77,5	21.7	101.7	300	21.1	ı	57.5	14.0	52.2	25.0	10° 00° 11° 11° 11° 11° 11° 11° 11° 11°	52.4	22.1	21.0	0.0	30.8	4.04		44.5	6-54)	44.6	53.0		1.24	27.1		1	2.6			53.6	45.6			0 * 0 1	- (58.6	00		50.0
AGREEMENTS	PER	4.1	9,0			4.4	3.9	ı							2.5			4 0	0 e	- 0				4.7	3.8		* (2.2	•	8	0.3		5.0	رة ا	2.4			2.0		4 4 5 4	- 6 9	•	2.8
ALL AGR	EMPLS	200.209	6.8.070	- 1	-	4 1	1.298	1	310	0	510	279	19149	569	N۴	250	D 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	101.10	046		119	1.575		130.439	2,472	1 6	004.7	8.856	1	•	12.049	-	-	40,306	70000	ı	e ic	ncz		75145	3.793		800
	AGRTS	191	0.7	F C	J -	-	, m		-	_	~	(4 .	• •	٠.	- :	2	s 0	v	2		à	140	≥ ∩	1 4	D (-	8	•	•	•	~	E	53			-	8 (N 4	0 @		~
	INDUSTRY	ALL INDUSTRIES (INCL CONST) ALL INDUSTRIES (EXCL CONST)	SATION OF THE PARTY OF THE PART	POUNT MENUTANT AND AND AND AND AND AND AND AND AND AND	TOBACCO	PURRER PLASTICS	LEATHER		KNITTING MILLS	CLOTHING	MOOD GOOM	FURNITURE, FIXTURES	TALK	PRINTING, PUBLISHING			MACHINERY	FLECTORIAL COORDING	• u	MUN-MEIALLIC MINERALS	PETROLEUM: OIL	ISCELI ANFONS MEG		NON-MANUFACTURING (EXCL CONST)	FORESTRY	MINING, QUARRYING	CHANGE ALLON ***********************************	COMMINICATIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	RETAIL TRADE	TINANCE	INSURANCE . REAL ESTATE	EDUCATION. RELATED SERVICES	DEALTH WELL AKE SERVICES	MECREATIONAL SERVICES	DESCRIPTION SERVICES	•		DECKAL ADMINISTRATION	LOCAL ADMINISTRATION		CONSTRUCTION

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES. NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

ONE-YEAR AGREEMENTS TWO-YEAR AGREEMENTS THREF-YEAR AGREEME

	ONE	ONE-YEAR AGREEMENTS	REEMEN	TS	-OMI	TWO-YEAR AGREEMENTS	REEMEN	ITS	THRE	THREE-YEAR AGREEMENTS	GREEME	STATE	
				CENTS				CENTS				CENTS	
INDUSTRY	AGRTS	EMPLS	PERCENT	PERHOUR	AGRTS	EMPLS	PER	PERHOUR	AGRTS	EMPLS	PER CENT	PER	
Transco (701) a store (101)		111 633	u	7 67		970.76	c	27.1	76	43 63	•		
	110	111 6033	י י	4 4 4 6 6	96	24.150		1 9 7 0	ָר ה ה	979169	, r	3000	
INDUSTRIES TEACL		1110033	7 • 6	0 * / *	30	901447	0 • 2	5007	t n	910160	7 * 7	3406	
MANUFACTURING	1	2,622	2.2	18.4	17	6.894	4.8	40.1	25	59,454	2.6	33,3	
FOOD, BEVERAGES	-	225	0.0	0.0	~	451	3.5	32.5	ŧ	•		3	
TOBACCO			8	ı	-	713	8.0	101.7	8	8		1	
RUBBER, PLASTICS	1		,	8	1	1	•	1	~	276	4.4	38.3	
LEATHER	•	8			٣	1,298	3.9	21.1	1	8	*	8	
TEXTILES			•	•	8		*		ı			1	
KNITTING MILLS	•	•		8	~	310	10.7	51.5	*	1	•	9	
CLUTHING	3	1		8	~	300	5.6	14.0	8		8		
MOOD	8	•	*			1		*	2	510	4.8	52,2	
FURNITURE, FIXTURES	-	279	3.9	25.0	\$	*				•	8		
PAPER	1	•	*		*	ŧ		8	6	6.161	3.9	49.8	
PRINTING, PUBLISHING	~	569	8.4	55.4			ŧ	å	1		•	•	
PRIMARY METALS		4		1		258	5.5	24.0	C	1,264	1.4	15.6	
FABRICATED METALS	8	•	1		~	213	4.6	38.0	-	320	1.0	11.0	
MACHINERY	-	488	0.0		8	•	•	1	8	ė		8	
TRANSPORTATION EQUIP	-	750	0.0	0.0	4	1,953	3.4	33.5	มา	48,404	2.4	31.2	
ELECTRICAL PRODUCTS	*	•	8	8	4	1,398	5,3	37.7	*	á			
NON-METALLIC MINERALS	8	1	*		8	1	1		~	446	3.7	40.4	
PETROLEUM, OIL	2	611	3.9	44.5		1	*		8	9		,	
CHEMICALS	1		3		*	•	*	1	8	8	1	ı	
MISCELLANEOUS MFG	*			ŧ	1		*	•	2	1,575	5.0	43,3	
TORON TOWNS ON TOWN TOWN THE PROPERTY OF THE P			ď			7.30	,	6	ć	436 4	•		
FORESTON		1104601	7.6	40.5	<u>^</u>	110204	6.1	×0.7	.		7 0	0.0	
MINING CHARGESTAN		8 1		• :	4	*	8	8	n	21442	0 7	93.0	
TOPENSOD DETERMINED TO THE PROPERTY OF THE PRO	, ,	1 6	4			1 6	8 C	6		• •	•		
CTODAGE	7	751		C.0C	7	976	2.0	2005	*	1 . 692	0	35.4	
COMMINITION OF THE PROPERTY OF		100		9 0	ŧ -	1 0	1 0	1 0		* 1	8		
FIRST DAG DATES	y 1	00740	4 6 7	2300	-	000	•	•		•	•		
EXCIPATE TORON MAIN		1	• •	1 1	1 1	• 1				i i	a j	8 1	
RETAIL TRANF	-	1.200	0,0	0.0	a	10.840	-	2.0	1	1	1	, 1	
LOZEZ	• 8	•	•		D 8	40401	1 8	l 1	i				
INSURANCE, REAL ESTATE	-	370	5.0	30.0	-	670	5,0	52.5	. 1				
EDUCATION, RELATED SERVICE	43		4.5	53.6		,		*	1	ė	8	1	
HEALTH, WELFARE SERVICES .	50	18,540	5.2	44.5	6	2.061	7.0	56.0		•		,	_
RECREATIONAL SERVICES	8			1			1			3	8	1	
MANAGEMENT SERVICES	3	ł	*		٠	8	8	1		į			
PERSONAL SERVICES	8	•	8	3	-	250	2.3	10.6		1	8	1	
MISCELLANEOUS SERVICES	8	•	*	*	8	8				•	1	,	
FEDERAL ADMINISTRATION	-		3.0	35.0	-	1,661	4.7	65.2	8	4		1	
PROVINCIAL ADMINISTRATION	•	35,985	6.7	48.6	è				ŧ	1	8	8	
LOCAL ADMINISTRATION	9		6.4	71.9	~	244	5.0	59.7	ŧ			3	
CONSTRUCTION	(1	!	(c	9	C C	0	1	1	(1	
COMPANDATION TO THE TOTAL PROPERTY OF THE PROP	•	ŧ			3	000	0 0 7	0000	1	•	•	1	

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TABLE 4
PAGE ANNHAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

OF 1984																																			
QUARTER	4TS	CENTS PER HOUR	30.8	30.8	38.3	1 1	•		8	•	15.6	11.0	•	31.1	4.04	ı	8 1	•	9		1	•		8	1	1 1		1	1	• •	•			1 1	
OURTH	REEMEN	PER	2.3	2,3	1 4	1 1	8		1	1	1	1.0		Z.3	3.7	1		•					•		B - {	1	•	1	8	1 1					1
WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH TRY AND DURATION OF AGREEMENT	THREE-YEAR AGREEMENTS	EMPLS	50,834	50,834	276	• •		ă (1.266	320		48,030	944		• 1	•	•		É	İ	ė	•	Ď (1		•		• •	•	•			,
EGOTIA	THREE	AGRTS	==	11	1			1 1		ı	۳ ا)		4	I N	•		•	1			8	ŀ		6 (•		1 1	•	•	8	1 ()
IVE DA	'n	CENTS PER HOUR	38.2	38.2	1 1	1 1	1	1 (1	ł			1	37.3	39.7	•	•	1	•	1 1		1	1	1	3				•	. 1	1 8		•		
EMPLOY OF AG	AGREEMENTS	PER	4 4	4.1	1 1	1 1	ı	1 (1	1 1	1		900	3 0 1	ı	•	•				ı	8	8	8 1			1	ı	1 (1	1	1 1	•
ONTARIO EMPLOYEES. NE DURATION OF AGREEMENT	TWO-YEAR AGR	EMPLS	2,257	2,257	1 1	1 1	•	1 1		١	1 1	8		1,453	408	•	•	•	•		. 8	1	•	•	6	8 (•	• (. 8		8	1 (ı
OR MORE	TWO-	AGRTS	ហហ	រប ៖	• •	1 1	•	1 1		t	1 1		8 (ლ (N 1	8	•	1	•	9 6				1			1	1	1	1 (1	1	1 (1
200 OR MORE INDUSTRY AND	LS.	CENTS PER HOUR	24.9	0.0	• •	8 8	0	1 1		1	1 1	•	0.0	0.0	1 1		1	1	28.8	1 1			28.8		ŧ		١	1	1	1 (•	8	3 (•
	REFMEN	PER	2.0	0.0) t	•	1 (1	•			0	0.0			•	8	2.3			•	2.3	•	9	1	•		8) [•	• 1	š
CLAUSE COVERING	ONE-YEAR AGREEMENTS	EMPLS	9,238	1,238	• •	1 1	1			1	1 1	4	488	150		8	•	•	00000	1 1		8	8,000	1	6	• •		9	9	9 (1 8				3
i	ONE-	AGRTS	mm	N I		1 1	1	1 (1 1	1			-	-	1 1		ŧ	•					-	•	8				•	• •			8	8	•
AVERAGE ANNUAL INCREASES WITH COST-OF-LIVING CLAUSE COV		INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	MANUFACTURING	TOBACCO	LEATHERTEXTILES	KNITTING MILLS	CLOTHING	FURNITURE, FIXTURES	PAPER	PRINTING PUBLISHING	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	PETROLEUM, OIL	CHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST	MINING DIABOVING	TRANSPORTATION OF THE PROPERTY	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	MHOLESALE IMADE	FINANCE	INSURANCE, REAL ESTATE	EDUCATION. RELATED SERVICE	HEALTH, WELFARE SERVICES .	MANAGEMENT SERVICES	DERCONAL GERVICES	MISCELLANEOUS SERVICES	FEDERAL ADMINISTRATION		LOCAL AUMINISIRATION

CONSTRUCTION

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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

	S																																	-	-								
NTS	PER HOUR	47.5	48.2	8	•	1	•	8		•	52.2	1 (60.04	8	8	•	8 1	37.9	•	8		8 6	45.5	46.0	0.66	10.75			1	8	8		•	1	•	8 1	ı		8	2		•	•
AGREEMENTS	PER	***	4.1	8		8					4°8	8 (3.9	8	8		* 1	3.8	8		8		0 • 0	0.0	5	4			8	•	8	8	•	8	1	8 :	8	* .		8	8	•	
THREE-YEAR A	EMPLS	12,784	8,620	•			ė	3	•	•	510		6.161	*	å	ŧ	•	374	•	8	ŧ		115/5	4,164	21402	1.402	34041		1	á		•		4	1	•	8	3	1	•	4	8	1
THREE	AGRTS	23	14	1					•	1	2	1	•	8	*	1	*	_	8		8		N	O- 1	J.	1 4	1		á	•	٠	9	8	8		•	8	8	8		•	8	1
LS	CENTS PER HOUR	25.9	41.1	32.5	101.7		21,1	•	57.5	14.0			8		24.0	38.0	1	25.2	35.0	8	4	*		20.8		1 0	2 1	0.0		1	5.9		52.5	8	26.0	8		10.6	8 1	65.2	9 1	59.7	50.0
SEEMEN	PER	2.7	5.1		8.0	*	3.9		10.7	5.6	8		8	* 1	5.2	4.6	ě	2.8	5.9	1	8		8	2.1			0 1	0 0	•	•	0.3		5.0		7.0			2,3	1	4.7	* 1	2.0	2.8
TWO-YEAR AGREEMENTS	EMPLS	22.701	4,637	451	713	9	1,298	1	310	300	1	1		1	258	213	ı	200	765	1	ı		•	17,264	*	\$ °C	250	004		1	10,849	•	670		2.061	1		250		1,661		249	800
TWO	AGRTS	33	12	-	-		3	8	-	_	ŧ		1	1	_	-		-	2	*	ı		ŧ	19	1	1 (ų i	-	. 8		8 0			ŧ	٣		*	-	*	~	8	~	2
rs.	CENTS PER HOUR	9.64	34.8	0.0	*	*	ŧ		1	*	1	25.0	8	55.4	8	1	ŧ	1		8	44.5		ı	8.64	8	8 L	5000	36.5	1		0.0	1	30.0	53.6	44.5	1	•	•	*	32.0	48.6	71.9	
REEMENT	PER	5.4	6.2	0.0	1			8	*		*	3.9	•	8.4	*			4		8	3.9		1	4.0			*	8			0.0		5.0	4.5	2.5			*	1	3.0	6.7	6.4	8
ONE-YEAR AGREEMENTS	EMPLS	102,395	1 . 384	•	1 % 3	•	•	8	8	1	8	279		569	1		4	1	•		611	•	*	101,011	•	1 6	747	286			1,200	•	370	40.306	18,540	ı	ı		*	466	35,985	3,146	•
ONE	AGRTS	116	វេ	-	• 8			*	*		8	~		-				•	8		2	8	•	111	•	8 (2	٠-	• 1		-	8	-	43	20			8			•	•	١
	INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	SMIGHTORE	TOOL BEVE BASE	TORACCO	PUBLIC PLASTICS	ATEM TO THE PROPERTY OF THE PR	TEXT LES	KNITTING MILLS	OTHING TO SEE THE SECOND SECON	(000)	FURNITURE, FIXTURES	PAPER	PRINTING. PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM. OIL	CHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST	FORESTRY	MINING, QUARRYING	TRANSPORTATION	STORAGE COCCOCCOCCOCCOCCOCCOCCOCCOCCOCCOCCOCCOC	COMMON LONG CAMPAGE TARREST	MACINICA GASA MAINA *****	RETAIL TRADE	FINANCE	INSURANCE. REAL ESTATE	EDUCATION. RELATED SERVICE		RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES		PROVINCIAL ADMINISTRATION	LOCAL ADMINISTRATION	CONSTRUCTION

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

THREE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	23	12,784		3.3	4.2	4.8		•	4.1	34.6	48.9	59.5	6	•	47.5
THRE	WITH COL CLAUSE	11	50,834		3.3	1.9	1.8	•	•	2.3	43.1	25.1	54.4	1		30.8
TWO-YEAR AGREEMENTS	WITHOUT COL CLAUSE	33	22,701		2.4	5.6	1	•	•	2.7	21.8	25.4			•	6°52
TWO-	WITH COL CLAUSE	S	2,257		0.4	4 . 1	ı			4.1	36.3	39.4	•		•	38.2
ONE-YEAR AGREEMENTS	WITHOUT COL CLAUSE	116	102,395		5.4	2.1	ı	ľ	ŧ	5.4	49.7	18.2			1	9.67
AGRE	WITH COL CLAUSE	0	9,238		2.5	l	•	1	•	2.0	31.2		ı	1	1	6.45
	ALL AGREEMENTS	191	200,209		4.2	2,3	5.4	•	•	4.1	6.2.9	26.1	31.1		•	8.04
	AVERAGE INCREASE	NUMBER OF AGREEMENTS	NUMBER OF EMPLOYEES AFFECTED 200.209	N E SA FRONT IN FINANCIAL SECTION OF THE SECTION OF	10	OF AGREEMENT	OF AGREEMENT .	FOURTH 12 MONTHS OF AGREEMENT	GREEMENT .	AVERAGE OVER LIFE OF AGREEMENT	AVERAGE CENTS-PER-HOUR INCREASE IN	SECOND 12 MONTHS OF AGDERNENT	7 2	-	FIFTH 12 MONTHS OF AGREEMENT	AVERAGE OVER LIFE OF AGREEMENT

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AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES. NEGOTIATED IN FOURTH QUARTER OF 1984 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

	FOURT 12MOS	+ *	(1	1	•	1		ı	ŧ	,	1	8	1	•	•	•	۲	1	8	1		•	•		•		8	6	1	6	B - 1	1) (1 4	1	8		(ð 1) 1	3	•	
YEAR	THIRD	2.4	2.2		8	3,3	9	8		9 1	5.5	8 (2.0		2.1			1.6	8 (3.8		•	0.4	. 4	5.0		4.5	*	•	8	•	8	1						1	ì	8 (} '	1	•	
THREE-YEAR AGREEMENTS	SECND 12MOS	2.4	2.2	, 1		3.4	8		1	8	2.0	•	*	* 1	7	1 • 0	9	1.9	8	3.6		•	4	4.0	4.0	•	4.0	•			1	•	1			•			1	B.	0 1		•	8	
	FIRST	3.3	7.6	•		6.7	8		•		3.8		5.5		0.5	1	•	3.4		3.7			6.7	2.9			3.5		8	•	1		• (• •	•	•	1	1 :		1	1		•	
_ s	THIRD 12MOS	1 4		*	3		1	1	\$	8		1	•	•	•				•	1	9	•	•	1	•		*	•	•	ŧ	•		B 1	•			1		•	9		•	•	•	
TWO-YEAR AGREEMENT	SECND 12MOS	2.8	4.4	3.7			3.5	ı		3,3		8	ı	•	5.1	4.5	•	3.7	4.8	8			•	2.1			5.0	•	1	•		0.7		0.0	7.7			-			3.0		J. 55	5.6	
AGR	FIRST	2.5	P.		7.0	•	4.2		15.8	2.0	1					4.7	•	3.4	5.7	8	•	4	ı	1.5	•	1	4.9	1	l		8	1		7	4 0		1	0			4.0		2.0	3.1	
EAR	SECND 12MOS	0.0	•			8		1	1	•	•	1	8	0	•	•	8	6	•	•	8	•	•	6.0			•		l .	8	•		•		0 0		1	8 1		1	3	8	9	•	
ONE-YEAR AGREEMENT	FIRST 12MOS	5.1	2,2		•	1	t	•	1	•		3.9		9.4	8	•	1	1	2	1	4.0	•	1	5.2			0.4		2.9		8	ř	1 6	U . U	3 U	0.0	B.	8	•	8	0 0	9.0	6.4	*	
	FOURT	1 1	١				8	•	1	1			1	8	1		8		1	8	•	•	1	ı	1	9	•	8		1		•	•	1	• 1		•	•	•	8	8	•	3		
AGREEMENTS	THIRD	2.4	0.0		1	3,3	1	1	•	1	S . S		2,0		2.1	2.0	8	1.8		3.8			4.0	6.5			4.5		1	•		1	8	4	8 1			8	•	8	1	•	ı	1	
L AGRE	SECND 12M0S	2.3		7.7		3.4			5.7		5.0	•	4.1	1	2.3	2.4		1.9	. 4	3.6	8		4.8	1.9			4.2	•	1		1	0.7	l C		D • C				· -	8	3.0		3.5	2.6	
AL	FIRST	4.5	6	200	7.0	6.7	4.2	•	15.8	2.0	3.8	3.9	2.5	4.6	1.3	1.9	*	3.4	5.7	3.7	4.0		6.7	4.7	2.8		4.1		2.7	•		•			4 E		4			•	3.8	6.7	4.9	3.1	
	INDUSTRY	ALL INDUSTRIES (INCL CONST)		FOOD DEVELORED	TOBACCO	PURPER PLASTICS	LEATHER DEPOSITE OF THE PROPERTY OF THE PROPER	TEXTILES	KNITTING MILLS	CLOTHING	MO00	FURNITURE, FIXTURES	PAPER	.PRINTING, PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTHICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	CHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING (FXC) CONST	FORFSTRY	MINING DUARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	RETAIL TRADE	TINDACE		EDUCATION, RELATED SERVICES	HEALTH WELL AKE SEKVILES	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEUERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION .	LOCAL ADMINISTRATION	CONSTRUCTION	

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

TABLE 8

	FOURT 12MOS	1.1	١		ı			•	•		8 () }	1			۱ ۱	. 8	•	•	•	•			ŧ	•	0 (ı	í	1,	. 0	•	• (1 1) 1	1 1
EAR	THIRD 12MOS	1.8	1.8	1	1 (3.3	9		9	8	6 1	1 1	2.1	2.0	•	0 1	3.8	•	•	•		•	•	8	1	B (1 1			1	ı		•	1	8 1	. 1	1 (
THREE-YEAR AGREEMENTS	SECND T	6.0	1.9	•	8 .	# I		1		•	• 1			1.0			3.6			ė	•	1		*	•	Ó I	1 8	9			•	8	•	9		• () (
	IRST	3.3	3.3			6.7		1	•		8 (1 1	0.5		1	* !	3.7		•	ŧ				1		8 1	1 0	•	1	•	8	•		1	•	1	•
	HIRD F	1 1	٠	1	F			•		•	B (8	1	•	1	1	8	1	8		8	1	١		•		1	8	8 1	6
TWO-YEAR AGREEMENTS	ECND 1	4.1	4.1	1	ı		1		1	ı	1		ı	1		J. 4					1	1	1	9	ŧ	•			8		•		ŧ	1	•	8	•
TWO	IRST S 2MOS 1	0.4	0.4	1	•	1	8		1	8		1 1			1 .	ว -	1 1			•		ŧ	8	8		ſ	1 1				6	ì	•		1	1	•
AR	ECND F	7.4	٠	1	ł		•	•	•		1 (•	•	• •		2	1	1	٠	•		8	1	a 1	1 4					8	•	•	•	9 1	•
ONE-YEAR	IRST S	2.5	•	,		1 1	1	•	•	1			•	ı	•	i 1		1	ŧ	ı	5.9	8	•	1		6.9				•	•	•		\$	8	8	ı
4	OURT F	1.1	t		1	, ,	1		ı	ı	8 I					1 4	•		ı	à		ı	ı	8	•	B .	1	ŧ	1	ŧ	r	•	1	8	ŧ	8 1	
MENTS	THIRD F	1.8	1.8	1	1 6		•	1	•	1	1	1 4		2.0		0 1	3.8	•		•	8	•		•	6	• (1 8	8	•				t		•	• (1
ALL AGREEMENT	SECND T	1.7	2.0	•		4.6	r V	•	ı		8 (1.0			9.0	8	1	1	t		1	8	8	6 1		•	•			•	1		8	8 1	•
ALL	FIRST S	3.2	3.3		• (6.7				1			0.5		. 1	* * *	3.7		•	•	2.9		•	•		6.7	•			8	8		1	3	8	9 :	1
	INDUSTRY	ALL INDUSTRIES (INCL CONST)	MANUFACTURING	FOOD, BEVERAGES	TOBACCO	RUBBER, PLASTICS	EXTILES	KNITTING MILLS	CLOTHING	000	FURNITURE, FIXTURES	DOINTING DUBITORING	RIMARY METALS	FABRICATED METALS	MACHINERY	INANSPURIATION EQUIP	NON-METALLIC MINERALS	ETROLEUM, OIL	CHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST)	FORESTRY	INING QUARRYING	TRANSPORTATION	STORAGE	CHRONICALIONS ************************************	WHOLESALE TRADE	RETAIL TRADE	FINANCE	MSURANCE, REAL ESTATE	EDUCATION. RELATED SERVICES	HEALTH, WELFARE SERVICES	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	PEDERAL ADMINISTRALION

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

	FOURT 12MOS	٠	\$ 1	kı	•	ŧ	1	1	1		1			6	9	1	f	ı	١	1	1		ı	ŧ	•	1			•	1	1	•	1	ŧ	ı	ŀ	1	ı	ŧ	•	1	•	f	1	(•
YEAR	THIRD 12MOS	4.		4	1	8	8	1		8	•	5.5		S. O		•		8	3.8		8	8	•	4.0	4.4		9	4					•	•	•	١	1		8	•	1	•		9	(•
THREE-YEAR AGREEMENTS	SECND 12M0S	4.2	2.4	4.3		8	0	0				0.0		4.1		9	8		0.4		•	8	*	4.	4	4	•	4.0		ė		8		8		0	8	8	8			•	8		1	•
	FIRST 12MOS	3.3		3.4		8				9		3.8		2,5		2	1	ŧ	4.1	•		8	8	6.7	0		•	3,5	į.	. 0						8		8	•			1	8	١		•
S	THIRD 12MOS	•	*	•	•	ŧ	8					•		*		8	•		ŧ	•				ŧ	(h 1			1			•	•	8	•	8		•	8	£	ě	i	•	•	1	•
TWO-YEAR AGREEMENTS	SECND 12MOS	2.6		4.5	3.7	7.0	8	3,5	1	5.7	3,3	1	*	ı		5.1	4.5	1	3.1	5.2	•			•	-	1 0 7	1	7		4		3	0.7		5.0	•	7.7	ř		1.9		3.0	•	3.5	2	6.0
AGR	FIRST 12MOS	2.4	9	5.5		7.0		4.5	8	15.8	2.0	1	•	١		2.5	4.7	•	3.2	6.7	•		8	ŧ	u	•		6.4		1		9	B:	8	6 * 7		6.4	6		2.9		0.4		5.0	-	3.1
EAR	SECND 12MOS	2.1		8	1	•	•			1	ŧ	•	•	•	•	E	9		•	8		•	•	•	2.1	F 0 A			1	1	1	•		•	•	1.0			•	•			•	•	1	8
ONE-YEAR AGREEMENTS	FIRST 12MOS	5.6		4.2		8	1		8				3.9		9.4	•	4				•	0 ° 4			ď		1	6.4		5.0		8			5.0	4.5		•	•	*			6.7			1
	FOURT 12MOS	1	ì	1	1			8	P		1	8	1	1	1	ı	8		f	8	8			•	•	1 1			8	•	8		8			1	•	1	1		8		8	4		8
ALL AGREEMENTS	THIRD	2.4		4.6	3	*		8		1	1	5.5		0°S	8	8	8	•	1.6	•	•			4.0	4			4.5	•	8	•		•		ı	1	8	•		*		•	•	١		•
L AGRE	SECND 12HOS	3.0		4.3	3.7	7.0	8	3,5		5.7	3,3	5.0	•	4.1	•	5.1	4.5	8	3.5	5.2	1			4	7.6	•	•	4.2		•		•	0.7				3.8	•	1	1.9	*	3.0	1	3.5	,	5.6
AL	FIRST	4.7	4.7	4.1	2.2	7.0	8	4.2	8	15.8	2.0		3.9		9.4	5.5	4.7		3.6	6.7		4.0	8	6.7	4		0 8	4.1	1	1.5	3		1	•	4.9	4.5	5.5		•	5.9		3.8	6.7		•	3.1
	INDUSTRY		ALL INDUSTRIES (EXCL CONST)	MANUFACTURING	FOOD, BEVERAGES	TOBACCO	RUBBER, PLASTICS	LEATHER	TEXTILES	KNITTING MILLS	CLOTHING	goom	FURNITURE. FIXTURES	PAPER	PRINTING, PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	CHEMICALS	MISCELLANEOUS MFG	TONOS ISAB SAT OLITOR BUNGAL-NON	FORFETDY	STATE OF STA	TRANSPORTATION	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	RETAIL TRADE	FINANCE	INSURANCE, REAL ESTATE	EDUCATION, RELATED SERVICES	HEALTH, WELFARE SERVICES	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION .	LOCAL ADMINISTRATION		CONSTRUCTION

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

	FOURT 12MOS	, ,	١	•	1	8		1	0 1	• () (, ,	٠) 1		1 1	1 -1	1	1 1			8	1		9	ı	8	8	•	•	1	8	•	,	l -	6		1	9	•	1		1	8		
YEAR	THIRD	24.4	24.4	l		30.0	•	9		. (•) 1	•	4 4	22.0	7 9 7	7 6	0.67	6 64	300		•	1	•	8		R	•		8	1	•	•	8	9	9	•	1	8	1	8	9		•		
THREE-YEAR AGREEMENTS	SECND 12MOS	25.1	25.1	8		30.0	•	•	8	8 1	1	1	1	10	~ ~	0 1 1	9 0	9.07	30	•		(i	t		8	•	*	8	8	•	8	•	8	Ó	8	8	8	0	•	0	B.	8	9		
	FIRST	43.1	43.1	8		55.0	8	ı	8	0 (0 (1	1	,	f 1	1 1	1	* 1		0.01		1		1	•		•	•	•	8	•	8	•	8	•	8	8	•	8	9	9		•	•		
S	THIRD 12MOS	• •	•	•	1	•	1	•	1	•	•	B ()		6 I		8	8	•			1	•		8		9	8		8	8	8	8	•	•	8	6	•		3	1	1	8		•	
TWO-YEAR AGREEMENTS	SECNO 12HOS	39.4	39.4	1	•	1	ŧ	•	8	t		•)	B		•	8 P	9000	7 . 7	9 1	1 1		•	•	1	1	1	8	1	•	1	•	•	•	•		1	•	•	1	6	•		1	•	
AGRI	FIRST	36.3	36.3		•	ì	8	ŧ	1	8	ŧ	6	1	0		8	1 6	0 0 0	\$ 0 D \$	1	1		B	8	•		8		•	8		8	8	2	8	1	•	•	8				1	1	•	
EAR	SECND 1	* *	1		1		1	1	ı	•	•	•	1	•	9 -	8	8	•	ŧ		1 1		•	6	•				6	9	•	•	8			8	8	•	•	1		1	1	- 1	•	
ONE-YEAR AGREEMENT	FIRST	31.2	,	•	1	1	•	8		•	6	8	•	8	•		•	1	•	•	8 (•	6	36.0	1			•	36.0		•	8.	8	•			8	8		•	1	8	1		1	
	FOURT	, K. 4		•	•		8	8		1	ı	1		•		8		fi)	9	1	. (•	8	1	•		ñ			8	1	1		1	•	•	•		8	•			1	1	•	
ALL AGREEMENTS	THIRD 12MOS	24.4	24.4		1	30.0	8	1	8	•	•	î	•	1	24.5	0 ° > >		24.0		43.6	8 1		•					•	•	8	8		8	1		8			•		8	•	1	1	8	
L AGRE	SECND 12MOS	22.3	75.7		•	30.0	1	8	•	8	4	8	8	8 6		11.0		25.0	37.1	39.3	8 1	•	1	1		•			•	•	*	8	9	8		8	0			1	•	•	•		1	
AL	FIRST	41.0	41.A	ı.		55.0	1		8		8		8	1	4.5	e a		4004	***	38.6		9	•	36.0	•			•	36.0	8		8		8	9	•	8	8	•	8					1	
	INDUSTRY	IES (INCL CONST)		GES	TOBACCO	RUBBER, PLASTICS	LEATHER	• • • • • • • • • • • • • • • • • • • •	KNITTING MILLS			. FIXTURES		PUBLISHING	ETALS	D METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM. OIL	CHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING (EXCL CONST)		MINING, QUARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS	GAS, WATER	WHOLESALE TRADE	RETAIL TRADE	FINANCE	. REAL ESTATE	4. RELATED SERVICES	HEALTH, WELFARE SERVICES	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEDERAL ADMINISTRATION	NO	ADMINISTRATION		CONSTRUCTION	
	Ž.	ALL INDUSTRIES (INCL ALL INDUSTRIES (EXCL	MANUEACTURING	F000 BEV	TOBACCO .	RUBBER, P	LEATHER .	TEXTILES	KNITTING	CLOTHING	MOOD	FURNITURE	PAPER	PRINTING	PRIMARY	FABRICATE	MACHINERY	TRANSPORT	ELECTRICA	NON-METAL	PETROLEUM	CHEMICALS	MISCELLAN	NON-MANUFAC	FORESTRY	MINING.	TRANSPORT	STORAGE .	COMMUNICA	ELECTRIC,	WHOLESALE	RETAIL TR	FINANCE .	INSURANCE	EDUCATION.	HEALTH.	RECREATIC	MANAGEMER	PERSONAL	MISCELLAR	FEDERAL	PROVINCIA	LOCAL ADM	or a Direct and D	CONSTRUCT	

TABLE 12

1984																																	
0F 1																																	
α																										_							
AINING AGREEMENTS ATED IN FOURTH QUARTE F INCREASE		FOURT 12MOS	, (1 1	1	1 1	•	1 1	8	1 1		1 1	9	•		•	1 1	1	1			1		1	1	8	1.1		1 1	1	1 1	à.	1
AGREEMENTS N FOURTH OU	-YEAR	THIRD 12HOS	59.5 59.5	59.8		8 8	•	1 1	62.5	1 4.99		8 8		40.0		Š.	37.6	•	71.0	14	0 1	1	• 1		8	•				8	# 1		•
NING A ED IN INCREA	THREE-YE AGREEMEN	SECND 12MOS	6.84	49.6	•	* *			54.2	51.8		1 1		40.0	• •	i	42.0	•	55.0	10	2000	3	1	1 1		•	1	8	i I	è		•	•
COLLECTIVE BARGAINING PLOYEES, NEGOTIATED II MONTH PERIODS OF INCR		FIRST 12MOS	34.6	36.0	1	1 1	•		39.8	31.1	*	1 1		40.0	1 1	8	52.8		33.0	1 -	1.05		8	. 1	*	•	• •	8	* *	ė	•		
CTIVE ES, NE	w	THIRD 12MOS	1.1	1 #	1	1 1	•	1 1	•			1 1		·.	1 1		• •		• •	8 1	9 2	1	1		•	1	, ,	•	* 1	t	•		•
MPLOYE -MONTH	TWO-YEAR	SECND 12HOS	25.4	38.1	92.0	19.9		34.0		1 1		55.0		25.0	31.9		8 8		6.02		010	1	•	80		54.0	61.9	•	10	•	45.8	40.3	56.2
NTARIO EM	AGR	FIRST 12HOS	21.8	40°B	86.0	22.4		81.0)		1	53.0		25.0	38.1		8 8	ŧ.	0.01	C	0 1	•	•	i	•	51.0	37.8	•	13,0	,	55.0	57.9	43.7
E RA ONT	EAR	SECND 12H05	18.2		ı	1 1	ı	1 1		* *	ı	1 1			1 1		3 8	6	10.6	•	• •	ì	*		•		20.0	4	1 1	8		1 1	• !
ASE OR AGR	ONE-YEAR AGREEMENTS	FIRST	49.7	35.4	8		•	1 1	1	25.0	52.4	8 1	1	1	1 1	45.7	• 1		***		50.0	36.5		9 1	1	30.0	53.7		1 1	•	35.0	71.9	1
IN 8, 10 200 10 0F		FOURT	1 1	١,	ł	9 9	1	1 1	1	1 1	•			ŧ	• •	1 8	* 1		1 1		9 8					1	1 1	1	1 1	1	1	1 1	•
NCREASES IN E COVERING RY. DURATION	AGREEMENTS	THIRD	56.2	56.5	8	, ,	•	1 1	62.5	4.99		1 1		17.1		3	37.6		71.0		0 1	*	*			•	, ,	•	1 1	+ 8	•		•
I US ST		SECND 12MOS	31.6	45.6	92.0	19.9		34.0	54.2	18,		50.00	0 1	31.4	31.9	1	42.0		55.0		39.0	i	•	10		54.0	31.0	•	10	•	45.8	40.3	56.2
T bed	ALL	FIRST	43.7	37.4	86.0	22.4		81.0	39.8	25.0	52.4	53.0	D	3	38.1	45.7	#2. A		33.0		38.0	10.9			*	7	43.9	1	13.0	3	20.6	69.8	43.7
AVERAGE CENTS-PER-HOUR WITHOUT COST-OF-LIVING CLA		INDUSTRY	ALL INDUSTRIES (INCL CONST)	MANUFACTURING	TOBACCO	RUBBER, PLASTICS	TEXTILES	KNITTING MILLS	MOON WOOD	FURNITURE, FIXTURES	PRINTING PUBLISHING	PRIMARY METALS	MACHINE ACTIONS	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	PETROLEUM. OIL	MINCELL ANFORM MEG.		FORFSTRY SALES SALE CONST.	MINING QUARRYING	ATODAGE CONTRACTOR	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	FINANCE	INSURANCE, REAL ESTATE	EUUCATION, RELATED SERVICES HEALTH, WELFARE SERVICES	RECREATIONAL SERVICES	MANAGEMENT SERVICES	MISCELLANEOUS SERVICES		LOCAL ADMINISTRATION	CONSTRUCTION

Table 13

ize of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreements Covering 200 or More Ontario Employees, Negotiated in Fourth Quarter 1984

	All Ag	reements	Agreemer COLA (Agreement COLA (s without Clause
Average Annual Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Percent						
Il Industries Total o increase ecrease ncrease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent	191 10 - 181 4 14 22 43	200,209 12,718 - 187,491 2,245 66,577 11,988 24,291	19 2 - 17 4 6 2	62,329 1,238 - 61,091 2,245 55,782 1,134 1,282	172 8 - 164 - 8 20 40	137,880 11,480 - 126,400 - 10,795 10,854 23,009
5.0 - 5.9 percent	43 82 7 2 7	56,783 11,882 1,228 12,497	2 - -	648	80 7 2 7	56,135 11,882 1,228 12,497
anufacturing Total o increase ecrease ncrease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 cents and over	49 3 -46 4 8 13 10 7 1	68,970 1,463 - 67,507 2,245 49,042 7,821 4,349 2,384 374 - 1,292	18 2 - 16 4 5 2 3 2 -	54,329 1,238 - 53,091 2,245 47,782 1,134 1,282 648	31 1 - 30 - 3 11 7 5 1 - 3	14,641 225 - 14,416 - 1,260 6,687 3,067 1,736 374 - 1,292
construction Total o increase ecrease ncrease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 cents and over	142 7 - 135 - 6 9 33 75 6 2 4	131,239 11,255 - 119,984 - 17,535 4,167 19,942 54,399 11,508 1,228 11,205	1 - 1	8,000 - 8,000 - 8,000	141 7 - 134 - 5 9 33 75 6 2 4	123,239 11,255 - 111,984 - 9,535 4,167 19,942 54,399 11,508 1,228 11,205

Table 13 (cont'd)

Size of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreement: Covering 200 or More Ontario Employees, Negotiated in Fourth Quarter 1984

	All Agreements		Agreements with COLA Clause		Agreements withou COLA Clause	
Average Annual Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Cents-per-hour						
All Industries Total No increase Decrease Increase Under 10.0 cents 10.0 - 19.9 cents 20.0 - 29.9 cents 30.0 - 39.9 cents 40.0 - 49.9 cents 50.0 - 59.9 cents 60.0 - 69.9 cents	191 10 - 181 1 7 9 29 72 39 12	200,209 12,718 - 187,491 250 3,215 18,829 62,278 46,388 25,275 24,458	19 2 - 17 1 2 5 5 2 2	62,329 1,238 - 61,091 250 1,120 9,900 48,133 1,040 648	172 8 - 164 - 5 4 24 70 37 12	137,880 11,480 - 126,400 - 2,095 8,929 14,145 45,348 24,627 24,458
70.0 - 79.9 cents 80.0 cents and over	8	4,536 2,262	-		8	4,536 2,262
Manufacturing Total No increase Decrease Increase Under 10.0 cents 10.0 - 19.9 cents 20.0 - 29.9 cents 30.0 - 39.9 cents 40.0 - 49.9 cents 50.0 - 59.9 cents 60.0 - 69.9 cents 70.0 - 79.9 cents 80.0 cents and over	49 3 - 46 1 4 7 12 11 9 1	68,970 1,463 - 67,507 250 1,880 3,229 50,753 7,022 3,390 270 - 713	18 2 - 16 1 2 4 5 2 2	54,329 1,238 - 53,091 250 1,120 1,900 48,133 1,040 648	31 1 - 30 - 2 3 7 9 7 1	14,641 225 - 14,416 - 760 1,329 2,620 5,982 2,742 270 - 713
Non-manufacturing, including construction	_					, 20
Total No increase Decrease Increase Under 10.0 cents 10.0 - 19.9 cents 20.0 - 29.9 cents 30.0 - 39.9 cents 40.0 - 49.9 cents 50.0 - 59.9 cents 60.0 - 69.9 cents 70.0 - 79.9 cents 80.0 cents and over	142 7 - 135 - 3 2 17 61 30 11 8 3	131,239 11,255 	1	8,000 - 8,000 - 8,000	141 7 - 134 - 3 1 17 61 30 11 8 3	123,239 11,255 - 111,984 - 1,335 7,600 11,525 39,366 21,885 24,188 4,536 1,549



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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1985

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

October 1985



Hon William Wrye Minister T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in 1984. The data were drawn from the monthly report on

settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 provides information on the changes in benefits in settlements of agreements reached. Tables 8-10 provide information on the duration and stages of negotiations at which the settlements were

reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Beatrice Coutney (965-6886).

Toronto October, 1985



Wage Developments in Collective Bargaining Settlements in Ontario First Quarter 1985

Settlements were negotiated during the first quarter 1985 in 198 collective agreements covering 200 or more Ontario employees. A total of 130,562 employees were affected, mostly in education and health services.

Wage Adjustments

The 198 settlements provided increases on base wage rates averaging 4.0 percent annually over the term of the agreements, down slightly from the 4.1 percent negotiated in the fourth quarter of 1984.

Chart 1 and Table 6).

Of the 130,562 employees covered by the first quarter settlements, 1,049 received no wage increases over the term of the 4 agreements involved. (See Table 5). Another 4,838 employees, covered by 7 agreements, received no increases in the first or first and second years of the agreements, but will have subsequent increases averaging 2.4 percent per year.

The predominant increases in the first quarter settlements averaged 5.0-5.9 percent a year, and were received by 34 percent of the employees in 41 percent of the agreements. (See Table 5). Sixty percent of the employees received increases averaging less than 5 percent a year in 49 percent of the agreements. Only 5 percent of the employees, covered by 9 percent of the agreements, received increases averaging 6 percent

or more a year.

Manufacturing. The first quarter settlements covered 33,655 employees under 59 agreements in manufacturing industries (See Table 1). Increases in these agreements averaged 3.0 percent a year. Three agreements in the textile industry covering 819 employees, gave no increases. (See Table 5). Sixty-six percent of the employees who received increases had adjustments averaging less than 4.0 percent a year.

Non-manufacturing. Settlements in non-manufacturing industries, (including one in construction) provided increases averaging 4.0 percent a year. Of the 96,677 employees who received increases, 91 percent had adjustments averaging 3.0-5.9 percent a year. (See Table 5).

Public and Private Sectors. The first quarter settlements involved 134 agreements covering 94,605 employees in federal, provincial and local government employment; education and related services; health and welfare services; and government enterprises. Increases in these agreements averaged 4.5 percent a year, with 87 percent of the employees receiving annual adjustments of 3.0-5.9 percent. (See Tables 5 and 6).

Increases in the 64 private sector agreements averaged 3.3 percent a year. Of the 35,957 employees affected, 1,049 covered by 4 agreements, received no increases. Of those who received increases, 61 percent had

adjustments averaging less than 4.0 percent a year.

Cost-of-Living Clauses

Cost-of-living (COLA) clauses were included in 35 of the first quarter settlements, covering 36,356 employees primarily under agreements in the food and beverages, transportation equipment and electrical products industries. (See Tables 1 and 6). Increases in these COLA agreements averaged 2.7 percent a year. Four agreements, covering 3,864 employees, received no increase in one or more years of the agreement. (Wage adjustments that could be generated by the COLA clauses are not included in the settlement data because they depend on future changes in the Consumer Price Index).

Settlements in the 163 agreements without COLA clauses provided increases averaging 4.5 percent a year. Of the 94,206 employees covered, 3,444 under 10 agreements received no increases in one or more years of

the agreement.

Benefit Changes

Existing benefits were changed or new ones established in settlements of 129 agreements covering 83,859 employees. Dental care, life insurance, sickness and accident insurance, long-term disability insurance, pensions, and paid vacations were the benefits most affected. (See Table 7).

The most frequent changes in insurance plans were the updating of benefit fee schedules in dental care plans in 74 agreements covering 51,708 employees, and increased life insurance benefits in 50 agreements covering 31,171 employees, sickness and accident benefits in 34 agreements covering 22,759 employees, and long-term disability benefits in 22 agreements covering 18,419 employees.

Pension plans were revised in 37 agreements covering 32,494 employees. The predominant changes were increased benefits for normal

retirement, and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 36 agreements covering 28,044 employees, were reductions in the years of service required for 4 and 5 weeks.

Negotiations

The first quarter settlements were reached in an average of about 7 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees. Twenty-two percent of the settlements covering 20 percent of the employees were concluded in 1-3 months. (See Table 8). Another 61 percent covering 59 percent of the employees were completed in 4-9 months. Negotiations lasted more than 9 months in 17 percent of the agreements covering 21 percent of the employees.

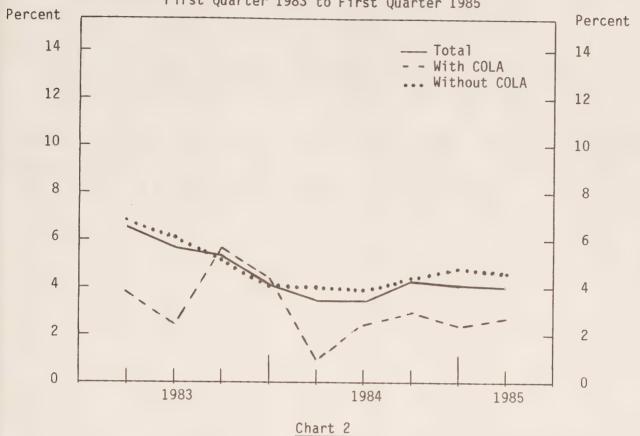
Negotiations of private sector agreements took less time to reach settlements than negotiations of public sector agreements. They took an average of about 4 months, compared with an average of about 8 months for public sector agreements. Ninety-four percent of the private sector settlements covering 97 percent of the employees were completed in 6 months or less, compared with 25 percent of the public sector settlements covering 25 percent of the employees. Thirty-three public sector settlements covering 27,515 employees took more than 9 months to achieve. No

private sector negotiations lasted longer than 9 months.

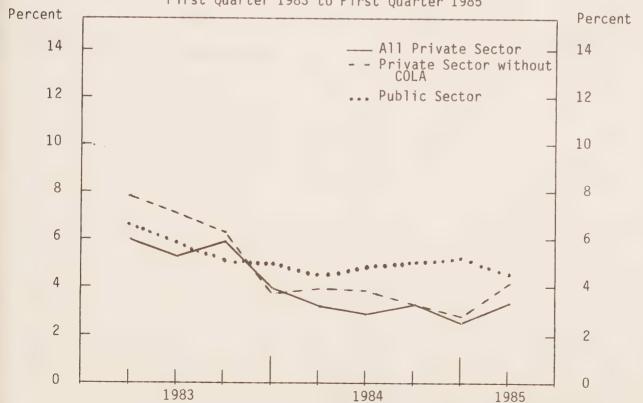
Nineteen percent of the settlements covering 14 percent of the employees were reached between the parties without outside assistance. (See Table 9). Government assistance was used in the negotiations of 52 percent of the agreements covering 60 percent of the employees, including 16 agreements covering 15,440 employees that involved work stoppages. Negotiations in the remaining 59 agreements covering 26 percent of the employees were resolved by arbitration.

Chart 1

Average Annual Increases in Base Wage Rates in Settlements of Collective Agreements Covering 200 or More Employees First Quarter 1983 to First Quarter 1985



Average Annual Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Agreements Covering 200 or More Employees First Quarter 1983 to First Quarter 1985



Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining
Agreements Covering 200 or More Ontario Employees, by Industry, First Quarter 1985

Agreements Covering a	200 or 1	More Unti	ario Empio	oyees,	by Indust	ry, First	Quarte	5L 1302	
	A1	l Agreem	ents		reements COLA Clau			ements wi	
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase	Agree- ments	Employ- ees	Perce Incre
All industries, including construction	198	130,562	4.0	35	36,356	2.7	163	94,206	4.
All industries, excluding construction	197	129,562	4.0	35	36,356	2.7	162	93,206	4.
Manufacturing	59	33,655	3.0	28	21,852	2.4	31	11,803	4.
Food, Beverages	12	4,539	4.5	7	2,511	4.1	5	2,028	4.
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	1	360	6.8	-	-	-	1 1	360 213	6.
Leather	1 5	213		_	_	_	5	1,648	_
Textiles	_	1,040		_	_	-	_	1,040	-
Clothing	1	246	4.5	_	_	-	1	246	4.
Wood	1	285	0.3	-	-	-	1	285	0.
Furniture, Fixtures	2	773		-	-	-	2	773	3.
Paper		580	2.2	1	250	2.5	1	330	2.
Printing, Publishing	3	1,100	2.4	3	1,100	2.4	_	_	_
Primary Metals	3	977	2.4	1	288	2.6	2	689	2.
Machinery		200	4.3	_	-	-	1	200	4.
Transportation Equipment		6,420		7	5,420	1.9	3	1,000	4.
Electrical Products		13,233		7	11,623	2.0	3	1,610	
Non-Metallic Minerals		463	4.1	1	260	3.3	1	203	5.
Petroleum, Oil	3	1,553	4.4	_		_	3	1,553	4.
Miscellaneous Mfg	}	1,065		1	400	6.1	1	665	5.
Non-manufacturing, exclud-									
ing construction	138	95,907		7	14,504	3.1	131	81,403	
Forestry		1,006		-	-	-	2	1,006	3.
Mining, Quarrying		230	1	1 1	230		1	640	4
Transportation	2	2,240	3.7	_	1,600	-		-	T 4
Communications	2	10,378	2.9	2	10,378	2.9	-	_	-
Electric, Gas, Water	1	7,867		2	897	4.8	3	6,970	3.
Wholesale Trade		-	-	-	-	-	-	-	-
Retail Trade	1	1,644	4.0	1	1,399	4.2	1	245	2.
Finance			_	_	_		_		
Education, Related Services		39,758	4.5	_	_	_	57	39,758	4.
Health, Welfare Services	1	23,347		-	-	-	56	23,347	5.
Recreational Services	-	-		-	-	-	-	_	- ,
Management Services		1 700		-	-	-	-	1 700	-
Personal Services		1,700	4.2	-	-	-	3	1,700	4.
Miscellaneous Services Federal Administration	4	592	3.5	_		_	1	592	3
Provincial Administration		5,180		-	_	-	1	5,180	
Local Administration	1	1,965		-	-	-	6	1,965	
Construction	1	1,000	3.1	-	-	-	1	1,000	3
									L

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1985

		ETC	si quarte	L. 1300					
	One-ye	ear Agre	ements ¹	Two-ye	ear Agre	ements ¹	Three-	year Agr	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
industries, including	113	68,559	4.5	50	38,419	3.9	35	23,584	2.6
industries, excluding	113	68,559	4.5	49	37,419	3.9	35	23,584	2.6
Manufacturing	5	2,092	1	24	12,634	3.9	30	18,929	2.3
, Beverages	_	-	-	5	2,067	4.9	7	2,472	4.1
000	-	_	_	_	2,007	-	-	2,4/2	- 4°T
er, Plastics	-	-	-	-	-	-	1	360	6.8
ner	-	-	-	1	213		-	-	-
riles		-	659	2	829	5.7	3	819	0.0
ring	_	_	_	_	_	_	1	246	4.5
)	-	-	_	_	_	_	1	285	0.3
iture, Fixtures	1	509	3.6	1	264	4.1	_	-	-
	-	-	-	-		-	2	580	2.2
cing, Publishing	-	-	-	2	450	2.0	-	-	- 1 4
mary Metals	1	324	3.2	2	450 653	3.8 2.1	1	650	1.4
inery	_	-	-	_	-	- L - I	1	200	4.3
sportation Equipment	1	309	3.9	2	610	5.7	7	5,501	1.8
etrical Products	-	-	-	6	6,077	3.1	4	7,156	1.9
Metallic Minerals	1	203	5.0	-	-		1	260	3.3
oleum, Oil	1	747	4.0	2	806	- 4.7	-	-	~
ellaneous Mfg	_	/4/	-	1	665	5.1	1	400	6.1
Von- manufacturing, excluding construction	108	66,467	4.6	25	24,785		5	4,655	3.8
rstry	-	-	-	-		***	2	1,006	3.8
ing, Quarrying		640	4.0	1	230	0.0	1	1 600	- 2 E
Page	_	040	4.0	_	_	_	1	1,600	3.5
nunications	1	1,800	2.3	1	8,578	3.0	_	_	_
tric, Gas, Water	2	6,190		3	1,677	4.5	-	-	-
esale Trade	-	-	ero	-	-	cos .	-	-	-
Il Trade	-	-	-	1	245	2.6	1	1,399	4.2
Mance, Real Estate	_	_	_	-	-	_	_	-	_
Ation, Related Services	45	28,267	4.5	12	11,491	4.6	_	_	-
h, Welfare Services	55	23,141	5.0	1	206	5.4	-	_	_
eational Services	-	-	-	-	-	-	-	-	-
Jement Services	-	200	2 2	-	750	-	-	650	-
pnal Services	1	300	3.3	1	750	4.8	1	650	3.9
ral Administration	_	-		1	592	3.5	_	-	_
Vincial Administration	1	5,180	5.0	_	-		_	_	-
Administration	2	949	5.7	4	1,016	4.4	-	-	-
ntruction	-	-	-	1	1,000	3.1	-	-	-
-									

1-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months; 18-

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining
Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees,
by Industry and Duration of Agreement, First Quarter 1985

by Indu	stry and	d Duratio	on of Agr	eement,	First Q	uarter 198	85		
	One-ye	ear Agree	ements ¹	Two-ye	ear Agre	ements ¹	Three-	year Agre	eement
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase	Agree- ments	Employ- ees	Perce
All industries, including construction	2	2,109	2.5	12	15,409	2.9	21	18,838	2.
All industries, excluding construction	2	2,109	2.5	12	15,409	2.9	21	18,838	2.
Manufacturing	1	309	3.9	8	5,704	2.6	19	15,839	
Food, Beverages	_	-	_	1	239	6.0	6	2,272	3.
Tobacco	_	-	-	-	_	-	-	-	_
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	-	-	-	-	-	-
Textiles	-	-	-	-	-	-	-	-	-
Knitting Mills	_	_	_	_		_	_		_
Wood	_	_	-	_	_	-	_	_	_
Furniture, Fixtures	_	-	-	-	-	-	_	_	-
Paper	-	****	-	-	-	-	1	250	2.
Printing, Publishing	-	-	-	-	450	-	-	-	-
Primary Metals	-	-		2	450 288	3.8	1	650	1,
Machinery	_		_	1	200	2.6	_	_	_
Transportation Equipment	1	309	3.9	1	260	4.0	5	4,851	1.
Electrical Products	-	-		3	4,467	2.2	4	7,156	1.
Non-Metallic Minerals	-	-	-	-	-	-	1	260	3.
Petroleum, Oil	-	-	-	-	-	-	-	-	
Chemicals	-	-	-	-	-	-	-	400	-
Miscellaneous Mfg	-	-	-	-	-	-	Ţ	400	6
Non-manufacturing, excluding construction	1	1,800	2.3	4	9,705	3.1	2	2,999	3
Forestry	-	_	_	1	230	0.0	-	-	-
Transportation	_	_	_	_	230	-	1	1,600	3
Storage	-	_	_	-	_	_	_	1,000	-
Communications	1	1,800	2.3	1	8,578	3.0	-	-	-
Electric, Gas, Water	-	-	-	2	897	4.8	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	1 200	- :
Retail Trade	_	_	_	-	-	-	1	1,399	4
Insurance, Real Estate		-	_	_	_	_	_	_	-
Education, Related Services	-	-	-	_	_	_	-	_	-,
Health, Welfare Services	-	-	-	-	_	-	-	-	-1
Recreational Services	-	-	-	***	-	-	-	-	-
Management Services Personal Services	-	-	-	-	-	-	-	-	-
Miscellaneous Services	_	-	_	_	-	-	-	-	-
Federal Administration	_		_	_	_		_		-
Provincial Administration	_	_	-	-	_	-	-	_	-
Local Administration	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	~~	_	-

¹One-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1985

by Indu	stry and	ı Duratı	on or Agr	eement,	FIRST Q	larter 190	33		
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-	year Agre	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase		Employ- ees	Percent Increase
industries, including	111	66,450	4.6	38	23,010	4.6	14	4,746	3.1
industries, excluding nstruction	111	66,450	4.6	37	22,010	4.6	14	4,746	3.1
Manufacturing		1,783	1	16	6,930		11	3,090	
, Beverages		1,700	J.,	4	1,828		1	200	6.2
CCO		_	_	_	1,020	4./	_	200	0.2
er, Plastics		_	-	_	-	State State	1	360	6.8
ner	-	-	-	1	213		-	_	-
iles		-	-	2	829	5.7	3	819	0.0
ting Mills		-	-	-	-	-	-	0.4.6	4 5
ning	-		-	-	non	_	1	246 285	4.5
iture, Fixtures	1	509	3.6	1	264	4.1	1	200	0.3
r	_	_	-	-m		-	1	330	2.0
ting, Publishing	-	_	ello		_	980	_	_	an 0 0
ary Metals	-	-	_	-	-		400	-	-
icated Metals	1	324	3.2	1	365	1.6	-	-	ano
inery	-	-	_	-	250	-	1	200	4.3
sportation Equipment		-	-	1 3	350	1	2	650	2.6
trical Products Metallic Minerals		203	5.0	3	1,610	5.5	-	_	-
oleum, Oil		203	-	_	_	_	_	_	can
icals		747	4.0	2	806	4.7		_	_
ellaneous Mfg		-	-	1	665			-	100
Mon-manufacturing, excluding construction	į.	64,667	4.6	21	15,080	4.5	3	1,656	
stry		-	-	-	-		2	1,006	3.8
ng, Quarrying		640	4.0	-	-	-	-	-	-
sportationage		040	4.0	_	_	-	-		-
unicatons			_	_	_	_	_	_	_
tric, Gas, Water		6,190	3.5	1	780	4.3	_	_	100
esale Trade		_	-	_	-	-		-	-
il Trade		-	-	1	245	2.6	-	-	400
nce		-	sain	-	-	400	-	***	-
rance, Real Estate		28,267	4.5	12	11 /01	4.6	-	-	_
ation, Related Servicesth, Welfare Services	1	23,141	5.0	1 1	11,491	5.4		-	_
Eational Services	I .	25,141	-	_	200	-	-	_	
gement Services		_	-	-	-	-	-	_	-
onal Services	1	300	3.3	1	750	4.8	1	650	3.9
ellaneous Services	-	-	-	-	-	-	-	-	-
ral Administration	-	F 100	-	1	592	3.5	-	-	-
incial Administration	1 2	5,180 949		4	1 016	4.4	-	-	_
Administration	2	949	5./	1	1,016		-		
truction	-	-	-	1	1,000	3.1	-	_	-

1-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1985

	11130	Quarter :				
	All Ag	reements	Agreement COLA C			ts withou Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
All Industries Total No increase Decrease Increase	198 4 - 194	130,562 1,049 - 129,513	35 1 - 34	36,356 230 - 36,126	163 3 - 160	94,206 819 - 93,387
Under 2.0 percent	11 15 24 46 81 12 4	7,577 15,814 27,003 27,704 44,746 5,239 1,197 233	7 10 4 10 1 2 -	6,027 13,611 10,747 4,877 225 639	4 5 20 36 80 10 4 1	1,550 2,203 16,256 22,827 44,521 4,600 1,197 233
Manufacturing Total	59	33,655 819	28	21,852	31 3	11,803 819
Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	56 10 10 7 13 10 6	32,836 6,927 12,141 2,615 4,672 4,182 2,299	28 7 9 2 7 1 2	21,852 6,027 11,811 569 2,581 225 639	28 3 1 5 6 9 4	10,984 900 330 2,046 2,091 3,957 1,660
Non-manufacturing, including construction Total	139	96,907 230	7 1	14,504 230	132	82,40
Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	138 1 5 17 33 71 6 4	96,677 650 3,673 24,388 23,032 40,564 2,940 1,197 233	6 - 1 2 3 - -	14,274 1,800 10,178 2,296	132 1 4 15 30 71 6 4	82,40 65 1,87 14,21 20,73 40,56 2,94 1,19 23
Non-manufacturing, excluding construction Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent	138 1 - 137 1 5	95,907 230 - 95,677 650 3,673	7 1 - 6 - 1	14,504 230 - 14,274 - 1,800	131 - 131 1 4	81,40 81,40 65 1,87

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1985

	All Ag	reements	Agreemen COLA C			ts without Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
on-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	16 33	23,388	2	10,178 2,296	14 30	13,210 20,736
5.0 - 5.9 percent	71 6	40,564	60	-	71	40,564 2,940
7.0 - 7.9 percent	4	1,197		-	4	1,197
8.0 percent and over	1	233	-	Can Can	1	233
nstruction Total	1	1,000			1	1 000
increase	-	1,000	cos	GE9 600	1 -	1,000
crease	- 1	1 000	-	qm	-	
CreaseUnder 2.0 percent	1 -	1,000	en Car	-	1	1,000
2.0 - 2.9 percent	_		-	-	Otto	-
3.0 - 3.9 percent	1	1,000	-		1	1,000
5.0 - 5.9 percent	-	cib			da	00
6.0 - 6.9 percent	-	-		on.	455	_
8.0 percent and over	_	600	enc.	450	cm cm	olion WED
ivate sector						
Total	64	35,957	27	20,047	37	15,910
increase	4	1,049	1	230	3 -	819
crease	60	34,908	26	19,817	34	15,091
Under 2.0 percent	7 11	3,493 12,386	4 9	2,593	3 2	900 575
3.0 - 3.9 percent	10	4,947	2	569	8	4,378
4.0 - 4.9 percent	16 10	7,601	8	3,980	8	3,621
5.0 - 5.9 percent	6	4,182 2,299	2	225 639	4	3,957 1,660
7.0 - 7.9 percent	-	-	-	-	-	
8.0 percent and over	-	-	-	-	-	-
blic sector Total	134	94,605	8	16,309	126	78,296
increase	-	-	-		-	_
crease	134	94,605	- 8	16,309	126	78,296
Under 2.0 percent	4	4,084	3	3,434	1	650
2.0 - 2.9 percent	4	3,428	1	1,800	3	1,628
3.0 - 3.9 percent	15 29	22,265 19,894	2 2	10,178	13 27	12,087 18,997
5.0 - 5.9 percent	71	40,564	-	-	71	40,564
6.0 - 6.9 percent	6 4	2,940 1,197	-	_	6 4	2,940 1,197
8.0 percent and over	1	233	-	COM COM	1	233

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1984 - First Quarter 1985

Year and Type of Agreement	Agree- ments	Employ- ees	Percent Increase
First Quarter 1984			
All agreements	58	46,456	3.5
Agreements with cost-of-living clause	17	7,908	1.0
Agreements without cost-of-living clause	41	38,548	4.0
All private sector agreements	50	36,285	3.2
Private sector agreements without cost-of-living	33	28,377	3.9
clause	8	10,171	4.5
	0	10,1/1	4.5
Second Quarter 1984			
All agreements	180	141,031	3.5
Agreements with cost-of-living clause	42	36,629	2.3
Agreements without cost-of-living clause	138 103	104,402 98,201	3.9
Private sector agreements without cost-of-living	103	90,201	2.8
clause	62	61,800	3.3
Public sector agreements	77	42,830	4.8
	, ,	12,000	:
Third Quarter 1984	120	101 401	
All agreements	132	121,421	4.1
Agreements with cost-of-living clause	21 111	10,454	2.4
All private sector agreements	65	110,967 54,026	4.3
Private sector agreements without cost-of-living	0.5	34,020	3.0
clause	47	44,562	3.2
Public sector agreements	67	67,395	5.0
Fourth Quarter 1984			
All agreements	191	200,209	4.1
Agreements with cost-of-living clause	19	62,329	2.4
Agreements without cost-of-living clause	172	137,880	4.8
All private sector agreements	71	86,603	2.5
Private sector agreements without cost-of-living	· -		
clause	53	32,274	2.7
Public sector agreements	120	113,606	5.2
First Quarter 1985			
All agreements	198	130,562	4.0
Agreements with cost-of-living clause	35	36,356	2.7
Agreements without cost-of-living clause	163	94,206	4.5
All private sector agreements	64	35,957	3.3
Private sector agreements without cost-of-living			
clause	37	15,910	4.1
Public sector agreements	134	94,605	4.5

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1985

	Agreer	ments	Emplo	oyees
Type of Benefit	Number	Percent of Total	Number	Percent of Total
11 Settlements	198	100.0	130,562	100.0
ettlements establishing or improving one or more benefits Paid holidays Paid vacations Other paid leaves Hospital and medical Dental Sickness and accident Long term disability Life insurance Pensions Other benefits	129 13 36 23 18 74 34 22 50 37 42	65.1 6.6 18.2 11.6 9.1 37.4 17.2 11.1 25.3 18.7 21.2	83,859 6,662 28,044 13,175 15,908 51,708 22,759 18,419 31,771 32,494 38,601	64.2 5.1 21.5 10.1 12.2 39.6 17.4 14.1 24.3 24.9 29.6
ettlements not changing any benefits	69	34.8	46,703	35.8

ote: Figures are non-additive. A settlement may establish or change more than one ype of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, First Quarter 1985

	Tot	al	Private	Sector	Public Sector		
Duration of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
Total	198	130,562	64	35,957	134	94,605	
1-3 months	44	25,780	29	17,773	15	8,007	
4-6 months	50	32,548	31	17,135	19	15,413	
7-9 months	71	44,719	4	1,049	67	43,670	
10-12 months	26	21,974	-	-	26	21,974	
13 months and over	7	5,541	-	-	7	5,541	

Table 9

Stages of Negotiations of Settlements of Collective Agreements 200 or More Ontario Employees, First Quarter 1985

	Tot	tal	Private	Sector	Public	Sector
Stage of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	198	130,562	64	35,957	134	94,605
Direct bargaining	37	18,365	18	7,215	19	11,150
Conciliation	19	7,458	11	3,346	8	4,112
Post-conciliation bargaining	10	9,824	8	9,109	2	715
Mediation	31	19,697	18	11,596	13	8,101
Post mediation bargaining	10	14,717	1	213	9	14,504
Arbitration	59	34,062	-	-	59	34,062
Work stoppage	16	15,440	8	4,478	8	10,96%
Other	16	10,999	-	-	16	10,999

Table 10

Duration and Stages of Negotiations of Settlements of Collective Agreements Covering 200 or More Ontario Employees, First Quarter 1985

						13 -							
		s & Over	Employ- ees	5,541	950	1	1	1,131	1,460	i	1	2,000	
		13 Months	Agree- ments	7		8	ı	က	2	ı	ı	1	
		10-12 Months	Employ- ees		942	1	280	3,500	4,166	6,654	1	6,432	
	uc	10-12	Agree- ments	26	3	ŧ	—	4	5	Ŋ	ı	8	
	Duration of Negotiation	7-9 Months	Employ- ees	44,719	1,801	940	ŧ	2,358	8,578	27,408	3,434	200	
200	ation of	7-9	Agree- ments		5	4	1	e	~	54	m		
	Dura	Months	Employ- ees	32,548	4,503	5,193	1,235	9,176	ı	1	10,074	2,367	
		4-6	Agree- ments	20	7	11	m	13	1	1	10	9	
2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		1-3 Months	Employ- ees	25,780	10,169	1,325	8,309	3,532	513	t	1,932	t	
91119		1-3 N	Agree- ments	44	21	4	9	00	2	1	8	t	
		Total	Employ- ees	130,562	18,365	7,458	9,824	19,697	14,717	34,062	15,440	10,999	
		Ĭ	Agree- ments	198	37	19	10	31	10	69	16	16	
			Stage of Negotiation	Total	Direct bargaining	Conciliation	Post-conciliation bargaining	Mediation	Post-mediation bar- gaining	Arbitration	Work stoppage	Other	



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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1985

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

December 1985



Hon William Wrye Minister T.E. Armstrong, Q.C. Deputy Minister



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1985. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
December, 1985



Wage Developments in Collective Bargaining Settlements in Ontario Second Quarter 1985

Settlements were negotiated during the second quarter of 1985 in 205 collective agreements covering 200 or more Ontario employees. A total of 145,551 employees were affected, mostly in communications, education, and local government.

Wage Adjustments

The 205 settlements provided increases on base wage rates averaging 3.4 percent annually over the term of the agreements, down from the 4.0 percent

negotiated in the first quarter. (See Chart 1 and Table 6).

Of the 145,551 employees covered by the second quarter settlements, 24,957 received no increases over the term of the 14 agreements involved. (See Table 5). Another 5,421 employees, covered by 11 agreements, received no increases in the first or first and second years of the agreements, but will have subsequent increases averaging 3.3 percent a year; and 3,100 employees had wage cuts averaging 3.6 percent a year.

The predominant increases in the second quarter settlements averaged 4.0-4.9 percent a year, and were received by 40 percent of the employees covered by 39 percent of the agreements. (See Table 5). Seventy-three percent of the employees received increases averaging 2.0-5.9 percent a year in 78 percent of the agreements; and only 5 percent covered by 11 percent of the agreements gained

increases averaging 6 percent or more a year.

Manufacturing. The second quarter settlements covered 23,558 employees under 58 agreements in manufacturing industries. (See Table 1). Increases in these agreements averaged 3.3 percent a year, up from 3.0 percent in the first quarter. Six of the agreements covering 3,141 employees in meat processing, clothing, paper and primary metals gave no increases. Of the employees who received increases, 76 percent had adjustments averaging less than 5.0 percent a year. (See Table 5).

Non-manufacturing. Settlements in non-manufacturing industries, excluding construction, provided increases averaging 3.6 percent a year, down from 4.4 percent in the first quarter. (See Table 1). Five of the agreements covering 20,916 employees gave no increases. Of the employees who received increases, 76 percent had adjustments averaging less than 5.0 percent a year. (See Table 5).

Construction settlements provided increases averaging 0.7 percent a year, the lowest on record. Of the 8,865 employees affected, 900 received no increases; and 3,100 had decreases averaging 3.6 percent a year. Of the employees who received increases, 88 percent had adjustments averaging less than 5.0

percent a year. (See Table 5).

Public and Private Sectors. The second quarter settlements included 110 agreements covering 85,101 employees in federal and local government employment, education and related services, health and welfare services, and government enterprises. These agreements provided increases averaging 4.4 percent a year, down from 4.5 percent in the first quarter. Ninety-one percent of the employees received increases of 3.0-5.9 percent a year. (See Tables 5 and 6).

Increases in the 95 private sector agreements averaged 1.9 percent a year, down from 3.3 percent in the first quarter. Of the 60,450 employees covered, 28,057 received no increases or had decreases in 16 agreements. Of the employees who received increases 83 percent had adjustments averaging 2.0-5.9

percent a year. (See Tables 5 and 6).

Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were included in 34 of the second quarter settlements, covering 35,763 employees mostly under agreements in communications and mining. (See Tables 1 and 6). Increases in these COLA agreements averaged 1.1 percent a year, down from 2.7 percent in the first quarter. Six agreements covering 22,196 employees provided no increases. Of the employees who received increases, 79 percent had adjustments averaging less than 5.0 percent a year. (Wage adjustments that could be generated by the COLA clauses are not included in the settlement data because they depend on future changes in the Consumer Pice Index).

Settlements in the 171 agreements without COLA clauses provided increases averaging 4.1 percent a year, down from 4.5 percent in the first quarter. Of the 109,788 employees covered, 5,861 under 10 agreements received no increases or had decreases. Of the employees who received increases, 86 percent had adjustments averaging 3.0-5.9 percent a year.

Benefit Changes

Existing benefits were changed or new ones established in second quarter settlements of 183 agreements covering 132,255 employees. Dental care, hospital and medical insurance, paid vacations, pensions, and life insurance were the benefits most affected. (See Table 7).

The most frequent changes in insurance plans were the updating of benefit fee schedules in dental care plans in 107 agreements covering 91,362 employees; and increased medical benefits in 86 agreements covering 45,698 employees, and life insurance benefits in 55 agreements covering 43,268 employees.

Pension plans were revised in 56 agreements covering 40,852 employees. The predominant changes were increased benefits for normal retirement, and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 72 agreements covering 50,735 employees, were reductions in the years of service required for 4 and 5 weeks.

Negotiations

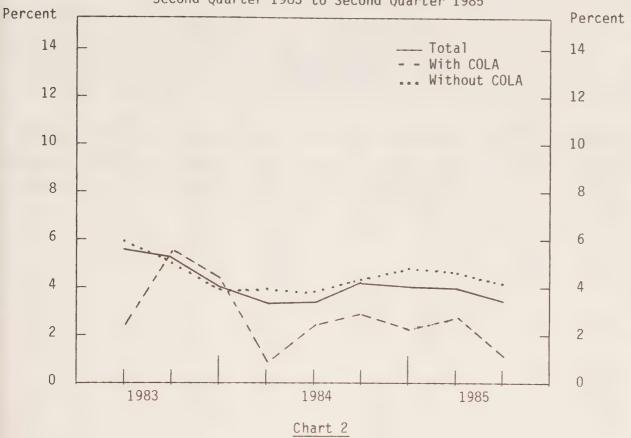
The second quarter settlements were reached in an average of 6 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 7 months in the first quarter. Thirty-four percent of the settlements covering 28 percent of the employees were concluded in 1-3 months. (See Table 8). Another 48 percent covering 51 percent of the employees were completed in 4-9 months. Negotiations lasted more than 9 months in 18 percent of the agreements covering 21 percent of the employees.

Negotiations of private sector agreements took an average of 4 months to complete, compared with an average of 8 months for public sector agreements. Ninety-one percent of the private sector settlements covering 71 percent of the employees involved were completed in 6 months or less, compared with 49 percent of the public sector settlements covering 32 percent of the employees. Settlements took more than 9 months to achieve in 33 public sector agreements covering 28,113 employees, compared with 4 agreements covering 2,666 employees in the private sector.

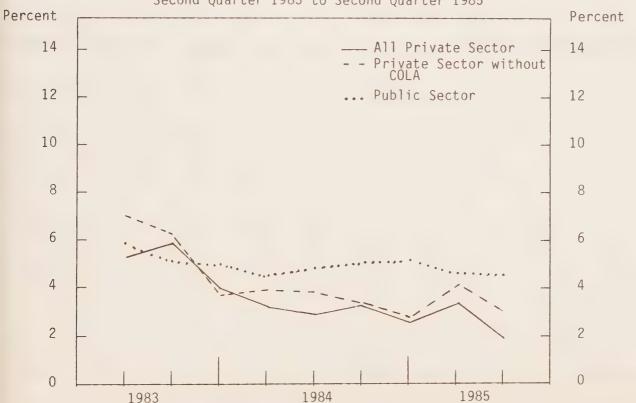
Settlements were reached by the parties without outside assistance in 34 percent of the agreements covering 34 percent of the employees. (See Table 9). Government assistance was needed in the negotiations of 60 percent of the agreements covering 59 percent of the employees, including 17 agreements covering 8,114 employees that involved work stoppages. Negotiations in the remaining 11 agreements covering 8 percent of the employees were resolved by arbitration.

Chart 1

Average Annual Increases in Base Wage Rates in Settlements of Collective Agreements Covering 200 or More Employees Second Quarter 1983 to Second Quarter 1985



Average Annual Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Agreements Covering 200 or More Employees Second Quarter 1983 to Second Quarter 1985



Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Second Quarter 1985

	Al	1 Agreeme	ents		reements COLA Cla		Agreements without COLA Clause			
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percer Increa	
All industries, including construction	205	145,551	3.4	34	35,763	1.1	171	109,788	4.]	
All industries, excluding construction	192	136,686	3.6	34	35,763	1.1	158	100,923	4.4	
Manufacturing	58	23,558		21	11,162		37	12,396	4.5	
Food, Beverages	9	3,159	4.4	-	-	-	9	3,159	4.4	
Tobacco	2	536	6.5	-	-	-	2	536	6.5	
Rubber, Plastics	1	325	3.1	1	325	3.1	-	-	-	
Leather	-	506	-	-	-	-	-	-	-	
Textiles	2	536	5.3	-	-	-	2	536	5.3	
Knitting Mills Clothing	2	945	2.8	-	-	-	- 2	045	2 (
Wood	3	820	7.7			-	2	945 820	2.8 7.7	
Furniture, Fixtures	1	250	5.0	_	_	_	1	250	5.0	
Paper	1	230	0.0	-	-	-	1	230	0.(
Printing, Publishing	-	-	100	-	-	-	-	-	-	
Primary Metals	6	3,296	0.9	5	3,096	0.6	1	200	4.5	
Fabricated Metals	4	1,050	3.5	3	820	2.3	1	230	7.9	
Machinery Equipment	4 4	1,742	1.9	2	1,322	1.6	2	420	2.6	
Electrical Products	9	4,202	2.7 3.1	3	2,450 1,870	2.2	1	257	7.9	
Non-Metallic Minerals	3	1,238	4.9	1	494	4.7	6 2	2,332 744	3.7 5.1	
Petroleum, Oil	-	-	-	_	-	-	_	/44	J a 31	
Chemicals	3	1,137	4.5	-	-	-	3	1,137	4.5	
Miscellaneous Mfg	4	1,385	3.9	3	785	3.9	1	600	4.(
Non-manufacturing, excluding construction	134	113,128	3.6	13	24,601	0.7	121	88,527	4.4	
Forestry	-	6 550	-	-	-	-	-	-	-	
Mining, Quarrying		6,550	0.1	1	6,550	0.1	_	-	-	
Transportation	7	9,771	3.8	2	1,056	4.4	5	8,715	3.7	
Communications	5	14,927	0.4	3	13,727	0.1	2	1 200	4.:	
Electric, Gas, Water	3	705	4.2	1	225	4.4	2	1,200	4	
Wholesale Trade	2	880	4.8	1	350	3.9	1	530	5.4	
Retail Trade	7	7,310	4.1	_	-	-	7	7,310	4.	
Finance	-	-	-	-	-	-	-	-	-	
Insurance, Real Estate	-	-	-	-	-	-	-	-	-	
Education, Related Services	57	40,140	4.6	4	2,183	3.4	53	37,957	4.	
Health, Welfare Services	18	5,166	4.9	-	-	-	18	5,166	4.	
Recreational Services Management Services	3	809	4.3	-	-	-	3	809	4.	
Personal Services	2	1,148 1,100	3.2 4.9	_	-	-	3 2	1,148	3.:	
Miscellaneous Services	_	1,100	4.7			_	ے -	1,100	4.	
Federal Administration	2	3,860	3.3	_	_		2	3,860	3.	
Provincial Administration	-	-	-	_	-	_	_	3,000	-	
Local Administration	24	20,762	4_4	1	510	4.4	23	20,252	4.	
Construction	13	8,865	0.7	-	_	_	13	8,865	0.	
								, , , ,		

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1985

	One-y	ear Agree	ements ¹	Two-y	ear Agree	ements ¹	Three-year Agreements ¹		
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
industries, including instruction	45	35,077	4.6	120	71,419	4.0	40	39,055	1.1
industries, excluding extruction	42	34,177	4.7	111	64,754	4.2	39	37,755	1.4
Manufacturing	_	_	_	34	12,410		24	11,148	2.1
Beverages		_	_	8	2,679	4.4	1	480	
CO	_	_		2	536	6.5	_ _	400	4.1
er, Plastics	-	_	-	_	_	-	1	325	3.1
er	-		-	_	_	ener	_	323	-
les	-	-	-	1	286	6.5	1	250	3.9
ing Mills	-	-		-	-	-	-	_	-
ing	-		***	2	945	2.8		-	_
Aumo Tärkunga	4000	-	-	1	350	12.9	2	470	3.8
ture, Fixtures			-	1	250	5.0	-		-
ing, Publishing	-	-	-	-	-	-	1	230	0.0
ry Metals	_	-		-	400	0 1	-	-	-
cated Metals	_	-	-	2	420	2.1	4	2,876	0.7
nery		****	-	2	570	4.9	2	480	1.9
portation Equipment		_	_	1	257	7.9	4 3	1,742	1.9
rical Products	-	_		8	3,902	3.2	1	2,450	2.2
etallic Minerals		_		3	1,238	4.9	1	300	2.0
leum, Oil	MID	_	_	_	1,200		_		_
cals	-	***		2	717	4.9	1	420	3.8
llaneous Mfg	-	_	_	1	260	3.3	3	1,125	4.1
on-manufacturing, excluding construction	42	34,177	4.7	77	52,344	4.2	15	26,607	1.0
try		-		-		-	-	vin	-
g, Quarrying		-	-	-	-	-	1	6,550	0.1
portation	-	-	-	4	8,515	3.7	3	1,256	4.1
je	-	-	-	-	-	-	-	-	***
nicatons	-	****	-	1	800	4.3	4	14,127	0.2
ric, Gas, Water	-	-	-	3	705	4.2	-	-	-
Trade	2	5,696	4.8	2	880	4.8	-	71.4	0 1
2e	_	5,090	4.0	2	900	0.7	3	714	3.1
ance, Real Estate	_		_			_	_	-	_
cion, Related Services	30	24,058	4.9	27	16,082	4.2	_		400
, Welfare Services	4	1,427	3.7	14	3,739	5.4			
ational Services	2	480	4.7	1	329	3.6	***		
ement Services	-	_	-	3	1,148	3.2	_	_	SAM .
		***	-	1	800	4.9	1	300	5.0
nal Services			_	-	_	-	_	-	
nal Services	-	-			0 105	2 2			
nal Services	1	1,755	3.3	1	2,105	3.3	-	-	-
mal Services	-	-	_	1 -	-	-	_	_	-
nal Services	1 - 3	1,755	3.3	1 18	16,341	4.4	- 3	3,660	4.5

rear agreements are agreements effective for 6 to 17 months; two-year agreements, for 18-29 hs; and three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining
Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees,
by Industry and Duration of Agreement, Second Quarter 1985

by Indus	try and	Duration	n of Agre	ement,	Second Q	uarter 198	85		
	One-ye	ear Agre	ements ¹	Two-y	ear Agre	ements ¹	Three-	year Agre	eement
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase	Agree- ments	Employ- ees	Perce Incre
All industries, including construction	1	238	5.0	11	5,404	3.0	22	30,121	0.
All industries, excluding construction	1	238	5.0	11	5,404	3.0	22	30,121	0.
Manufacturing	-	-	-	6	2,884	2.7	15	8,278	1.
Food, Beverages	_	-	-	-	-	-	-	-	-
Tobacco	-	-	-	-	-	-	_	-	-
Rubber, Plastics		-	-	-	-	-	1	325	3.
Leather Textiles	_	_	_	_		_	_	_	_
Knitting Mills	_	_	_	_	_	_	_	_	_
Clothing	-	-	-	-	_	-	-	_	-
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-
Printing, Publishing	_	_	_	_	_	-	-	-	-
Primary Metals	_	_	_	1	220	0.0	4	2,876	0.
Fabricated Metals	_	_	_	1	340	2.8	2	480	1.
Machinery	-	-	-	-	-	-	2	1,322	1.
Transportation Equipment	-	-	-	-	-	-	3	2,450	2.
Electrical Products	-	-	-	2	1,570		1	300	2.
Non-Metallic Minerals Petroleum, Oil	_	-	_	1	494	4.7	-	-	-
Chemicals	_	_	_	_	_	_	_	_	_
Miscellaneous Mfg	_	_	-	1	260	3.3	2	525	4.
Non-manufacturing, excluding construction	1	238	5.0	5	2,520	3.4	7	21,843	0,
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-		-	-	-	1	6,550	
Transportation	-	-	-	-	-	-	2	1,056	4.
Communications	_	_	_	_	_	_	3	13,727	0.
Electric, Gas, Water	-	_	-	1	225	4.4	-	-	-
Wholesale Trade	-	-	-	1	350	3.9	-	-	-
Retail Trade	-	***	-	-	-		-	-	-
Finance Poal Estate	-	-	-	-	-	-	-	-	-
Insurance, Real Estate Education, Related Services	1	238	5.0	3	1,945	3.2	-		-
Health, Welfare Services	_	_	-	-		-	_	_	-
Recreational Services	-	-	-	-	-	-	-	_	-
Management Services	-	-	-		-	-	-	-	-
Personal Services Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	_	-	_	_	_	-	-	-	-
Provincial Administration	_	_	_		_	_	-	_	
Local Administration	-	-	-		-	-	1	510	4
Construction	_	_	-	-	_	_	_	_	

 $^{^1}$ One-year agreements are agreements effective for 6 to 17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1985

	cry and	Dur at 10	n of Agre	ellent,	secona y	uarter 19	85		
	One-y	ear Agre	ements ¹	Two-y	ear Agre	ements ¹	Three-year Agreements ¹		
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
industries, including	44	34,839	4.6	109	66,015	4.1	18	8,934	2.5
industries, excluding istruction	41	33,939	4.7	100	59,350	4.3	17	7,634	3.9
lanufacturing	_	-	-	28	9,526	4.9	9	2,870	3.4
Beverages	_	_	_	8	2,679	4.4	1	480	4.1
CO	_	_	_	2	536	6.5	_	400	4.1
r, Plastics	-	-	-	_	-	-	_	_	_
er	-	-	-	-	-	-	-	_	_
les	-	-	-	1	286	6.5	1	250	3.9
ing Mills	-	-	-	-	-	-	-	-	-
ing	-	-		2	945	2.8	-	-	_
ture, Fixtures	_		-	1	350	12.9	2	470	3.8
essessessessessessessessessessessessess	_	_		1	250	5.0	1	230	0.0
ning, Publishing	_	-	_	-	_	_	_	230	- 0.0
ry Metals	_	-	-	1	200	4.5	-	_	-
cated Metals	-	-	-	1	230	7.9	-	-	-
inery	-		-	-	-	-	2	420	2.6
portation Equipment	-	-	***	1	257	7.9	-	-	-
rical Productsetallic Minerals	-	-	-	6	2,332	3.7	-	-	-
leum, Oil	_	-	-	2	744	5.1	-		-
icals	_	_	_	2	717	4.9	- 1	420	2 0
llaneous Mfg	_	_	_	_	/1/	4.9	1	600	3.8 4.0
on-manufacturing, excluding construction	41	33,939	4.7	72	49,824	4.2	8	4,764	4.2
try	-	-	-	-	-	-	-	-	-
J, Quarrying	-	-	-	-	-	-	-	-	-
portation	-	-	-	4	8,515	3.7	1	200	2.4
ge nicatons	-	-	-	-	-	-	-	-	-
ric, Gas, Water	_	-	-	1 2	800 480	4.3	1	400	3.7
sale Trade				1	530	5.4	-	-	_
Trade	2	5,696	4.8	2	900	0.7	3	714	3.1
ce	-	-	-	_	-	-	_	-	-
ance, Real Estate	-	-	-	-	-	-	-	_	-
cion, Related Services	29	23,820	4.9	24	14,137	4.4	-	-	-
h, Welfare Services	4	1,427	3.7	14	3,739	5.4	-	-	-
ntional Services	2	480	4.7	1	329	3.6	-	-	-
ement Services	-	-	-	3	1,148	3.2	-	200	-
laneous Services	_	-	_	1	800	4.9	1	300	5.0
al Administration	1	1,755	3.3	1	2,105	3.3	_	-	-
icial Administration	_	1,755	-	_	2,103	-	_		_
Administration	3	761	5.0	18	16,341	4.4	2	3,150	4.5
ruction	3	900	0.0	9	6,665	2.1	1	1,300	-5.5

rear agreements are agreements effective for 6 to 17 months; two-year agreements, for 18-29 is; and three-year agreements, for 30-41 months.

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Second Quarter 1985

		- Quarter .				
	All Ag	greements	Agreemer COLA (ts withou Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
All Industries Total	205	1 45,551 24,957	34	35,763	171	109,788
Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent	2 189 7 18 33 79 30	3,100 117,494 3,448 10,172 18,657 57,693 19,552	28 5 8 8 5 2	22,196 - 13,567 2,627 5,145 3,135 1,772 888	8 2 161 2 10 25 74 28	2,761 3,100 103,927 821 5,027 15,522 55,921 18,664
6.0 - 6.9 percent	8 8 6	2,951 2,835 2,186	-	-	8 8 6	2,951 2,835 2,186
Total No increase Decrease	58 6	23,558 3,141	21 3 -	11,162 2,146	37 3 -	12,396 995
Under 2.0 percent	52 5 11 10 11 7 3 4	20,417 2,627 5,777 2,712 4,478 2,434 1,036 1,003 350	18 5 7 4 2 - -	9,016 2,627 4,485 1,092 812 - -	34 - 4 6 9 7 3 4	11,401 1,292 1,620 3,666 2,434 1,036 1,003 350
Non-manufacturing, including construction Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	147 8 2 137 2 7 23 68 23 5 4 5	121,993 21,816 3,100 97,077 821 4,395 15,945 53,215 17,118 1,915 1,832 1,836	13 3 - 10 - 1 4 3 2 -	24,601 20,050 - 4,551 - 660 2,043 960 888 -	134 5 2 127 2 6 19 65 21 5 4	97,392 1,766 3,100 92,526 821 3,735 13,902 52,255 16,230 1,915 1,832 1,836
Non-manufacturing, excluding construction Total No increase Decrease Under 2.0 percent 2.0 - 2.9 percent	134 5 - 129 1 6	113,128 20,916 - 92,212 421 2,695	13 3 - 9 - 1	24,601 20,050 3,891 - 660	121 2 - 120 1 5	88,527 866 88,321 421 2,035

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Second Quarter 1985

		,				
	All Ag	reements	Agreemen COLA C		Agreemen COLA	ts without Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
n-manufacturing, excluding construction (cont'd) 3.0 - 3.9 percent	20	14,745	4	2 042	1.0	10.700
4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	67 22 5 4	14,745 52,215 16,773 1,915 1,832 1,616	3 2	2,043 960 888 - -	16 64 20 5 4	12,702 51,255 15,885 1,915 1,832 1,616
nstruction Total increase	13 3 2	8,865 900 3,100	- - -		13 3 2	8,865 900 3,100
Crease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent	8 1 1 3 1 1	4,865 400 1,700 1,200 1,000 345	-	- - - - -	8 1 1 3 1 1 -	4,865 400 1,700 1,200 1,000 345
8.0 percent and over	1	220		-	1	220
Total	95 14 2 79 6 15 20 16 13 3 4	60,450 24,957 3,100 32,393 3,027 8,327 6,592 7,038 4,800 1,036 1,003 570	28 6 - 22 5 7 7 7 2 1	33,499 22,196 - 11,303 2,627 4,485 2,729 812 650	67 8 2 57 1 8 13 14 12 3 4	26,951 2,761 3,100 21,090 400 3,842 3,863 6,226 4,150 1,036 1,003 570
Totalincrease	110	85,101	6 -	2,264	104	82,837
rease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	110 1 3 13 63 17 5 4	85,101 421 1,845 12,065 50,655 14,752 1,915 1,832 1,616	- 5 - 1 1 3 1 - -	1,604 - 660 406 960 238 -	105 1 2 12 60 16 5 4	83,497 421 1,185 11,659 49,695 14,514 1,915 1,832 1,616

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Second Quarter 1984 - Second Quarter 1985

Year and Type of Agreement	Agree- ments	Employ- ees	Percent Increase
Second Quarter 1984 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	180 42 138 103 41 62 77 1 76	141,031 36,629 104,402 98,201 36,401 61,800 42,830 228 42,602	3.5 2.3 3.9 2.8 2.3 3.3 4.8 2.1 4.9
Third Quarter 1984 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	21 111 65 21 47	121,421 10,454 110,967 54,026 10,948 44,562 67,395	4.1 2.4 4.3 3.0 3.1 3.2 5.0
Fourth Quarter 1984 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	191 19 172 71 18 53 120 1	200,209 62,329 137,880 86,603 54,329 32,274 113,606 8,000 105,606	4.1 2.4 4.8 2.5 2.4 2.7 5.2 2.3 5.4
First Quarter 1985 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	198 35 163 64 24 37 134 8	130,562 36,356 94,206 35,957 20,047 15,910 94,605 16,309 78,296	4.0 2.7 4.5 3.3 2.6 4.1 4.5 2.7 4.9
Second Quarter 1985 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	205 34 171 95 28 67 110 6	145,551 35,763 109,788 60,450 33,499 26,951 85,101 2,264 82,837	3.4 1.1 4.1 1.9 0.9 3.1 4.4 3.6 4.5

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1985

	Agree	ments	Empl	oyees
Type of Benefit	Number	Percent of Total	Number	Percent of Total
11 Settlements	205	100.0	145,551	100.0
ettlements establishing or improving one or more benefits Paid holidays Paid vacations Other paid leaves Hospital and medical Dental Sickness and accident Long term disability Life insurance Pensions Other benefits	183 22 72 55 86 107 25 28 55 56	89.3 10.7 35.1 26.8 42.0 52.2 12.2 13.7 26.8 27.3 5.9	132,285 13,235 50,735 62,036 45,698 91,362 23,746 22,048 43,268 40,852 20,754	90.9 9.1 34.9 42.6 31.4 62.8 16.3 15.1 29.7 28.1 14.3
ettlements not changing any benefits	22	10.7	13,266	9.1

ote: Figures are non-additive. A settlement may establish or change more than one ype of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, Second Quarter 1985

	To	tal	Private	Sector	Public Sector		
Duration of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
Total	205	145,551	95	60,450	110	85,101	
1-3 months	70	40,456	48	29,446	22	11,010	
4-6 months	70	29,847	38	13,595	32	16,252	
7-9 months	28	44,469	5	14,743	23	29,726	
10-12 months	8	4,521	4	2,666	4	1,855	
13 months and over	29	26,258	400	-	29	26,258	

Table 9

Stages of Negotiations of Settlements of Collective Agreements
200 or More Ontario Employees, Second Quarter 1985

	To	tal	Private	Sector	Public Sector	
Stage of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	205	145,551	95	60,450	110	85,101
Direct bargaining	70	48,761	32	26,700	38	22,061
Conciliation	26	16,962	7	2,529	19	14,433
Post-conciliation bargaining	29	18,448	18	15,156	11	3,292
Mediation	39	35,222	22	9,322	17	25,900
Post-mediation bargaining	5	1,930	2	400	3	1,530
Arbitration	11	11,598	-	_	11	11,598
Work stoppage	17	8,114	12	4,913	5	3,201
Other	8	4,516	2	1,430	6	3,086

Table 10

Duration and Stages of Negotiations of Settlements of Collective Agreements Covering 200 or More Ontario Employees, Second Quarter 1985

1	er	7	000		12 -	10	C.I.		~	ı	~ 1	
	hs & Over	Employ-	26,258	2 3,150	•	725	10,292	1,530	9,493		1,068	
	13 Months	Agree- ments	53	2	ı	က	6	m	10	ı	2	
	10-12 Months	Employ- ees	4,521	300	220	2,350	ı	t	ı	1,651	ı	
no	10-12	Agree- ments	∞			m	1	ı	ı	r	1	
Duration of Negotiation	7-9 Months	Employ- ees	44,469	15,541	9,620	736	13,993	ľ	1	2,561	2,018	
ation of	7-9	Agree- ments		 	5	2	2	ŧ	ı	4	4	
Dur	Months	Employ- ees		8,494	4,817	3,477	5,222	400	2,105	3,902	1,430	
	4-6	Agree- ments		17	13	10	15	2		10	2	
	1-3 Months	Employ- ees		21,276	2,305	11,160	5,715	1	1	1	and the state of t	
	1-3	Agree- ments	70	42	7	11	10	ı	1		1	
	Total	Employ- ees	145,551		16,962	18,448	35,222	1,930	11,598	8,114	4,516	
	T	Agree- ments	205	70	56	29	39	S	11	17	∞	
		Stage of Negotiation	Total	Direct bargaining	Conciliation	Post-conciliation bargaining	Mediation	Post-mediation bar- gaining	Arbitration	Work stoppage	Other	



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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO, THIRD QUARTER 1985

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

April 1986



Hon. William Wrye Minister T.E. Armstrong Deputy Minister



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1985. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations

at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto April, 1986

Wage Developments in Collective Bargaining Settlements in Ontario Third Quarter 1985

Settlements were negotiated during the third quarter of 1985 in 120 collective agreements covering 200 or more Ontario employees. A total of 113,518 employees were affected, mostly in education, transportation, electric utility and provincial and local governments.

Wage Adjustments

The 120 settlements provided increases on base wage rates averaging 4.4 percent annually over the term of the agreements, up from the 3.4 percent

negotiated in the second quarter. (See Chart 1 and Table 6).

Of the 113,518 employees covered by the third quarter settlements, 2,547 received no increases over the term of the 6 agreements involved. (See Table 5). Another 6,470 employees, covered by 8 agreements, received no increases in the first or first and second years of the agreements, but will have subsequent increases averaging 2.5 percent a year; and 700 employees had wage cuts averaging 3.7 percent a year.

The predominant increases in the third quarter settlements averaged 4.0-4.9 percent a year, and were received by 35 percent of the employees covered by 33 percent of the agreements. (See Table 5). Seventy-seven percent of the employees received increases averaging 3.0-6.9 percent a year in 79 percent of the agreements, 8 percent covered by 3 agreements had increases averaging more than 6.9 percent a year, and 13 percent had increases averaging less than 3.0

percent a year.

Manufacturing. The third quarter settlements covered 13,005 employees under 29 agreements in manufacturing industries. (See Table 1). Increases in these agreements averaged 2.9 percent a year, down from 3.3 percent in the second quarter. Two of the agreements covering 1,054 employees gave no increases. Of the employees who received increases, 57 percent had adjustments averaging 3.0-5.9 percent a year, 33 percent had gains averaging less than 3.0 percent a year, and 5 percent had raises averaging more than 6.0 percent a year. (See Table 5).

Non-manufacturing. Settlements in non-manufacturing industries, excluding construction, provided increases averaging 4.7 percent a year, up from 3.6 percent in the third quarter. (See Table 1). Three of the agreements covering 1,293 employees gave no increases. Of the employees who received increases, 80 percent had adjustments averaging 3.0-6.9 percent a year, 9 percent had gains averaging more than 6.9 percent a year, and 10 had increases averaging less than 3.0 percent a year.

Of the two construction settlements in the third quarter, one provided no increases for 200 employees, and one provided for wage cuts averaging 3.7 percent

for 700 employees.

Public and Private Sectors. The third quarter settlements included 66 agreements covering 79,457 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government enterprises. These agreements provided increases averaging 5.1 percent a year, up from 4.4 percent in the second quarter. Seventy-seven of the employees received increases averaging 4.0-6.9 percent a year, 11 percent received increases averaging more than 6.9 percent a year, and the remaining 12 percent received increases averaging less than 4.0 percent a year. (See Tables 5 and 6).

Increases in the 54 private sector settlements averaged 2.9 percent a year, up from 1.9 percent in the second quarter. Of the 34,061 employees covered, 3,247 received no increases or had decreases in 7 agreements. Of the employees who received increases, 95 percent had adjustments averaging 2.0-5.9 percent a year, and 5 percent had adjustments averaging more than 5.9 percent a year.

(See Table 5 and 6).

Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were included in 12 of the third quarter settlements, covering 28,320 employees mostly under one agreement in electrical utilities. (See Tables 1 and 6). Increases in these COLA agreements averaged 3.1 percent a year, up from 1.1 percent in the second quarter. One agreement covering 1,054 employees provided no increases. Of the employees who received increases, 57 percent had adjustments averaging 4.0-4.9 percent a year. (Wage adjustments that could be generated by the COLA clauses are not included in the settlement data because they depend on future changes in the Consumer Pice Index).

Settlements in the 108 agreements without COLA clauses provided increases averaging 4.9 percent a year, up from 4.1 percent in the second quarter. Of the 84,298 employees covered, 2,193 under 5 agreements received no increases or had decreases. Of the employees who received increases, 83 percent had adjustments averaging 3.0-6.9 percent a year.

Benefit Changes

Existing benefits were changed or new ones established in third quarter settlements of 110 agreements covering 109,180 employees. Dental care, paid vacations, hospital and medical insurance, life insurance, and pensions were the benefits most affected. (See Table 7).

The most frequent changes in insurance plans were the updating of benefit fee schedules in dental care plans in 61 agreements covering 68,364 employees; and increased benefits in medical plans in 39 agreements covering 40,679 employees, and in life insurance plans in 29 agreements covering 17,159 employees.

Pension plans were revised in 25 agreements covering 46,676 employees. The predominant changes were increased benefits for normal retirement, and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 40 agreements covering 40,110 employees, were reductions in the years of service required for 4 and 5 weeks.

Negotiations

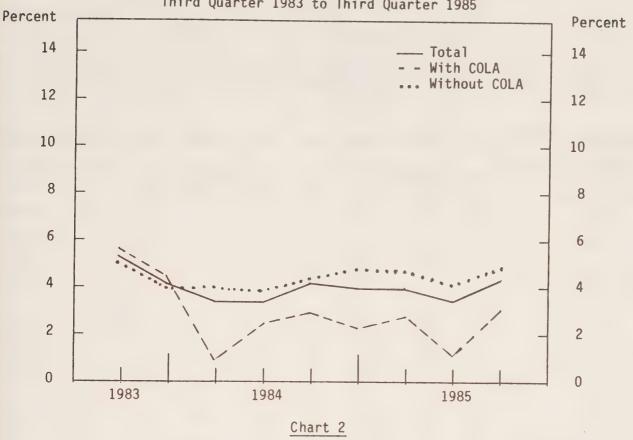
The third quarter settlements were reached in an average of 6 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, the same as in the second quarter. Thirty-four percent of the settlements covering 22 percent of the employees were concluded in 1-3 months. (See Table 8). Another 49 percent covering 67 percent of the employees were completed in 4-9 months. Negotiations lasted more than 9 months in 17 percent of the agreements covering 11 percent of the employees.

Negotiations of private sector agreements took an average of 5 months to complete, compared with an average of 7 months for public sector agreements. Seventy-two percent of the private sector settlements covering 70 percent of the employees involved were completed in 6 months or less, compared with 59 percent of the public sector settlements covering 46 percent of the employees. Settlements took more than 9 months to achieve in 13 public sector agreements covering 8,100 employees, compared with 7 agreements covering 4,603 employees in the private sector.

Settlements were reached by the parties without outside assistance in 35 percent of the agreements covering 23 percent of the employees. (See Table 9). Government assistance was needed in the negotiations of 60 percent of the agreements covering 58 percent of the employees, including 14 agreements covering 10,711 employees that involved work stoppages. Negotiations in the remaining 8 agreements covering 26 percent of the employees were resolved by arbitration.

Chart 1

Average Annual Increases in Base Wage Rates in Settlements of Collective Agreements Covering 200 or More Employees
Third Quarter 1983 to Third Quarter 1985



Average Annual Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Agreements Covering 200 or More Employees Third Quarter 1983 to Third Quarter 1985

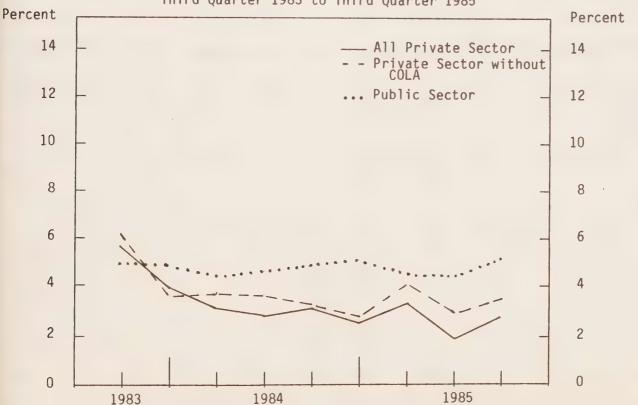


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Third Quarter 1985

	Al	1 Agreeme	ents		reements COLA Cla			ements w COLA Cla	
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Perce
All industries, including construction	120	113,518	4.4	12	28,320	3.1	108	85,198	4.
All industries, excluding construction	118	112,618	4.5	12	28,320	3.1	106	84,298	4.
Manufacturing	29	13,004	2.9	4	5,279	0.5	25	7,725	4.
Food, Beverages	5	1,989	4.2	_	-	-	5	1,989	4.
Tobacco	-	-	-	-	-	-	-	-	
Rubber, Plastics	1	200	5.6		-	-	1	200	5,
Leather Textiles	1 1	235	4.1 3.0	_	_	_	1	235 337	4,
Knitting Mills	_	-	-	_	_	-	-	337	٠,
Clothing	-	-	-	-	-	-	-	-	
Wood	2	570	4.5	-	-	-	2	570	4.
Furniture, Fixtures	1 5	200	4.8 4.2	-	_	_	1 5	200 1,274	4,
Printing, Publishing	1	220	5.9	_	_	_	1	220	5,
Primary Metals	1	225	2.1	1	225	2.1	_	_	
Fabricated Metals	1	510	3.7	-	-	-	1	510	3.
Machinery Transportation Equipment	3	4,824	1.0 5.4	2	4,404	0.5	1	420	5.
Electrical Products	3	1,290	2.1	1	650	0.0	3 2	832 640	5.: 4.:
Non-Metallic Minerals	1	298	4.7	_	-	-	1	298	4.
Petroleum, Oil	-	-	-	-	-	-	-	-	
Chemicals	-	-	-	-	-	-	-	-	
Miscellaneous Mfg	-	-	-	-		-	-	-	
Non-manufacturing, excluding construction	89	99,614	4.7	8	23,041	3.7	81	76,573	5
Forestry	1	325	3.8	***	-		1	325	3
Mining, Quarrying		4,115	1.2	3	2,625		4	1,490	1
Transportation	10	16,687	4.1	2	3,200	2.7	8	13,487	4 :
Storage	_	_	_	_	_	_	_		
Electric, Gas, Water	2	15,210	4.3	1	15,000	4.2	1	210	4
Wholesale Trade	-	-	-	-	-	-	-	-	
Retail Trade	3	1,370	5.0	-	-	-	3	1,370	5
Finance Insurance, Real Estate	_	_	-	_	_	_	_	_	
Education, Related Services	26	19,133	5.4	2	2,216	4.2	24	16,917	5
Health, Welfare Services	10	3,551	4.5	-	-	-	10	3,551	4
Recreational Services	2	3,000	3.2		-	-	2	3,000	3
Management Services Personal Services	2	700 2,500	3.0 5.5	-	-	-	2	700 2,500	3. 5
Miscellaneous Services	_	2,300	J.J	_	_	_	_	2,300	,
Federal Administration	7	5,219	3.0		-	-	7	5,219	3
Provincial Administration	5	16,149	6.0	-	-	-	5	16,149	6
Local Administration	12	11,655	5.4	-	-	-	12	11,655	5
Construction	2	900	-2.9	-	-	-	2	900	-2

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement,
Third Quarter 1985

	One-y	ear Agree	ements ¹	Two-ye	ear Agre	ements ¹	Three-	year Agre	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
ndustries, including struction	40	35,674	5.0	56	58,521	4.6	24	19,323	2.8
ndustries, excluding	39	35,474	5.0	55	57,821	4.7	24	19,323	2.8
anufacturing	2	431	2.6	16	4,961	4.2	11	7,612	2.0
Beverages	1	229	2.0	3	1,150	1	1	610	4.7
0	_	-	-	-	1,150	4.4	_	010	4./
, Plastics	-	-	-	1	200	5.6	_	_	_
er	-	-	-	1	235	4.1	-	-	-
les	-	-	-	-	-	-	1	337	3.0
ing Millsing	-	-	-	-	-	-	-	-	-
ing	_	_	_	2	570	4.5	600	-	-
ture, Fixtures	_	_	_	1	200	4.8	_	-	_
• • • • • • • • • • • • • • • • • • • •	-	-	-	2	606	4.6	3	668	3.8
ing, Publishing	-		-	1	220	5.9	-	-	
'y Metals	-	-	-	1			1	225	2.1
cated Metals	_	_	-	1	510 404	3.7 0.0	2	4 420	1 1
ortation Equipment	1	202	3.3	1	226	6.4	1	4,420 404	1.1 6.0
ical Products	_	_	-	2	640	4.3	1	650	0.0
etallic Minerals	-	-	-	-	-	-	1	298	4.7
eum, 0il	-	-	~	-	-	+63	-	-	-
als	-	-	-	-	-	-	-	-	-
laneous Mfg	-	-	-	-	-	-	-	-	-
n-manufacturing, excluding construction	37	35,043	5.0	39	52,860	4.8	13	11,711	3.2
ry	-	-	-	-	-	-	1	325	3.8
, Quarrying	-	-	-	4	1,600	0.3	3	2,515	1.8
ortation	_	_	_	4	10,815	4.8	6	5,872	2.8
icatons	_	_	_	_	_	_	_	_	_
ic, Gas, Water	_	_	_	2	15,210	4.3	-	_	-
ale Trade	-	-	-	-	_	-		-	-
Trade	-	-	-	3	1,370	5.0	-	-	-
e	-	-	-	-	-	-	-	-	-
nce, Real Estate ion, Related Services	19	9,872	4.9	7	9,261	6.0	-	-	-
, Welfare Services	5	1,393	4.7	5	2,158	4.3	_	_	_
tional Services	2	3,000	3.2	_	-,130	-	_	_	_
ment Services	-	_	-	2	700	3.0	-	_	-
al Services	-	-	-	-	-	-	2	2,500	5.5
laneous Services	-	- 011	-	-	1 500	-	-	400	-
1 Administration	4	3,211	2.9	2	1,509	3.2	1	499	3.0
cial Administration	5 2	16,149 1,418	6.0 4.7	10	10,237	5.5	_	_	
uction	1	200	0.0	10	700	-3. 7	_		_
White I Will and a second a second		ZUU	U.U	1	/001	-3./	_		_

⁻ear agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; hree-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Third Quarter 1985

	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-year Agreement			
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase	Agree- ments	Employ- ees	Perce	
All industries, including construction	-	-	-	6	18,295	4.0	6	10,025	1.	
All industries, excluding construction	-	-	-	6	18,295	4.0	6	10,025	1.	
Manufacturing	-	-	-	1	404	0.0	3	4,875	0,	
Food, Beverages	-	-	-	-	-	-	-	-		
Tobacco	-	-	-	-	-	-	-	-		
Rubber, Plastics	-	-	-	-	-	-	-	-		
Leather Textiles	_	_	_	_	_	-	_	-		
Knitting Mills	_	_	-	_		-	_	_		
Clothing	-	_	-	-	-	-	_	_		
Wood	-	-	-	-	-	-	-	-		
Furniture, Fixtures	-	-	-	-	-	-	-	-		
Paper	-	-	-	-	-	-	-	-		
Printing, Publishing	_	_	_	-	-	-	1	225	2	
Primary Metals	_	-	_	_			1	223	2.	
Machinery	-	_	_	1	404	0.0	1	4,000	0.	
Transportation Equipment	_	-	-	-	-	-	-	-,303		
Electrical Products	-	-	-	-	-	-	1	650	0.	
Non-Metallic Minerals	-	-	-	-	-	-	-	-		
Petroleum, Oil	-	-	-	-	-	-	-	-		
Chemicals Miscellaneous Mfg	-	-	-	-	-	-	-	-		
	_		-	***	-	-	-	-		
Non-manufacturing, excluding construction	-	-	-	5	17,891	4.1	3	5,150	2.	
Forestry	-	-	-	- 2	675	0.6	-	1 050	1	
Mining, Quarrying	_	-	_	2	675	0.6	1 2	1,950 3,200	1.	
Storage	_	_	-	_	_	_	_	3,200	2.	
Communications	-	-	-	_	_	-	_	_		
Electric, Gas, Water	-	-	44	1	15,000	4.2	-	-		
Wholesale Trade	-	-	-	-	-	-	-	-		
Retail Trade	-	-	-	-	-	-	-	-		
Finance Peal Estate	-	-	-	-	-	-	-	-		
<pre>Insurance, Real Estate Education, Related Services</pre>	_	-	_	2	2,216	4.2	_	-		
Health, Welfare Services	_		_	_	2,210	T • C	_	-		
Recreational Services	-	-	-	-	_	-	-	_		
Management Services	-	-	-	-	-	-	-	-		
Personal Services	-	-	-	-	-	-	-	-		
Miscellaneous Services	-	_	-	-	-	-	-	-		
Federal Administration	-	-	-	-	-	-	-	-		
Provincial Administration Local Administration	-	-	-	-	-	-	-	_		
	_			_	_		_			
Construction	-	-	-	-	-	-	-			
	1			-	+					

¹⁰ne-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 mont; and three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Third Quarter 1985

	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-y	year Agr	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
ndustries, including struction	40	35,674	5.0	50	40,226	4.9	18	9,298	4.2
ndustries, excluding struction	39	35,474	5.0	49	20 526	E 1	10	0 200	4.0
anufacturing	2	431			39,526	5.1	18	9,298	4.2
			2.6	15	4,557	4.6	8	2,737	4.6
Beverages	1	229	2.0	3	1,150	4.4	1	610	4.7
co	_	_	-	1	200		-	-	-
er	_		_	1	200	5.6 4.1	-	-	-
les	_		_	_	233	4.1	1	337	3.0
ing Mills	-	_		-	_	-	_	33/	5.0
ing	-	_	-	-		-	-	_	-
• • • • • • • • • • • • • • • • • • • •	-	-	-	2	570	4.5	_	_	-
ture, Fixtures	-	-	-	1	200	4.8	-	_	_
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	-		-	2	606	4.6	3	668	3.8
ing, Publishing	-	-	-	1	220	5.9	-	-	-
ry Metals	-	-	-	1		2 7	-	-	-
nery	_	-	-	1	510	3.7	1	420	
ortation Equipment	1	202	3.3	1	226	6.4	1	420	5.6 6.0
rical Products	-	202	3.5	2	640	4.3		404	0.0
etallic Minerals	_	-	-	-	-	-	1	298	4.7
eum, Oil	-	-	-	-	-	_	-	-	-
als	-	-	-	-	-	-	-	-	_
laneous Mfg	-	-	-	-	-	-	-	-	-
m-manufacturing, excluding construction	37	35,043	5.0	34	34,969	5.1	10	6,561	4.1
ry	-	-	-	-	-	-	1	325	3.8
, Quarrying	-	-	-	2	925	0.0	2	565	3.7
ortation	-	-	-	4	10,815	4.8	4	2,672	3.0
e	_		_	_		_	_	-	-
ic, Gas, Water	_		_	1	210	4.8	_	_	
ale Trade	_	_	_	_	-	-	_	_	-
Trade	_	-	-	3	1,370	5.0	-	-	-
e	-	-	-	-	-	-	-	-	-
nce, Real Estate	-	-	-	-	-	-	-	-	-
ion, Related Services	19	9,872	4.9	5	7,045	6.6	-	-	-
, Welfare Services	5	1,393	4.7	5	2,158	4.3	-	-	-
tional Services	2	3,000	3.2	-	700	2 0	-	-	-
ment Services	-	_	-	2	700	3.0	2	2,500	5.5
Planeous Services	_			_			_	2,500	J.J
1 Administration	4	3,211	2.9	2	1,509	3.2	1	499	3.0
icial Administration	5	16,149	6.0	-	-,005	-		-	-
Administration	2	1,418	4.7	10	10,237	5.5	-	-	
tuction	1	200	0.0	1	700	-3.7	_	_	_

rear agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; hree-year agreements, for 30-41 months.

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Third Quarter 1985

	IIIII a	Quarter 1	1903			
	All Ag	reements	Agreemen COLA C			ts without Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
All Industries Total	120 6 1 - 5 10 25 39 22 9	113,518 2,547 700 7,043 7,530 12,881 39,353 19,870 14,780 8,600	12 2 - 4 3 1 2 -	28,320 1,054 - 6,625 3,425 1,116 16,100	108 4 1 - 1 7 24 37 22 9	85,198 1,493 700 418 4,105 11,765 23,253 19,870 14,780 8,600
Manufacturing Total No increase Decrease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	29 2 - 1 2 8 9 5 2	13,004 1,054 - 4,000 454 2,307 3,049 1,510 630	4 2 - 1 1 1	5,279 1,054 - 4,000 225 - -	1 25 - - 1 8 9 5 2	7,725
Non-manufacturing, including construction Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	91 4 1 - 4 8 17 30 17 7 2	100,514 1,493 700 3,043 7,076 10,574 36,304 18,360 14,150 8,600 214	8 - - - 3 2 1 2 - -	23,041 - 2,625 3,200 1,116 16,100	83 4 1 - 1 6 16 28 17 7 2	77,473 1,493 700 418 3,876 9,458 20,204 18,360 14,150 8,600 214
Non-manufacturing, excluding construction Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent	89 3 - 4 8	99,614 1,293 - 3,043 7,076	8 - - - 3 2	23,041 - - 2,625 3,200	81 3 - 1 6	76,573 1,293

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,

Third Quarter 1985

	All Ag	reements	Agreemen COLA C	nts with Clause	Agreemen COLA	ts without Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
on-manufacturing, excluding construction (cont'd) 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	17 30 17 7 2	10,574 36,304 18,360 14,150 8,600 214	1 2 - -	1,116 16,100	16 28 17 7 2	9,458 20,204 18,360 14,150 8,600 214
## Distruction Total	2 1 1 1	900 200 700 - - - - - - -	-	-	2 1 1	900 200 700 - - - - - -
ivate sector Total Increase Crease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	54 6 1 - 5 6 13 13 7 3	34,061 2,547 700 - 7,043 4,294 6,252 7,785 4,010 1,430	9 2 4 3	11,104 1,054 - 6,625 3,425	45 4 1 - 1 3 13 13 7 3	22,957 1,493 700 - 418 869 6,252 7,785 4,010 1,430
Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	66 - - 4 12 26 15 6 2	79,457	3 1 2	17,216 - - 1,116 16,100	63 - - 4 11 24 15 6 2	62,241 - 3,236 5,513 15,468 15,860 13,350 8,600 214

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Third Quarter 1984 - Third Quarter 1985

Till quality			
Year and Type of Agreement	Agree- ments	Employ- ees	Percent Increas
Third Quarter 1984 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause	21 111 65 21 47 67	121,421 10,454 110,967 54,026 10,948 44,562 67,395	4.1 2.4 4.3 3.0 3.1 3.2 5.0
Public sector agreements without cost-of-living clause Fourth Quarter 1984 All agreements	191 19 172 71 18 53	200,209 62,329 137,880 86,603 54,329 32,274 113,606 8,000 105,606	5.0 4.1 2.4 4.8 2.5 2.4 2.7 5.2 2.3 5.4
First Quarter 1985 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	198 35 163 64 24 37 134 8 126	130,562 36,356 94,206 35,957 20,047 15,910 94,605 16,309 78,296	4.0 2.7 4.5 3.3 2.6 4.1 4.5 2.7
Second Quarter 1985 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	205 34 171 95 28 67 110 6	145,551 35,763 109,788 60,450 33,499 26,951 85,101 2,264 82,837	3.4 1.1 4.1 1.9 0.9 3.1 4.4 3.6 4.5
Third Quarter 1985 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	120 12 108 54 9 45 66 3 63	113,518 28,320 85,198 34,061 11,104 22,957 79,457 17,216 62,241	4.4 3.1 4.9 2.9 1.3 3.7 5.1 4.2 5.3

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Third Quarter 1985

		Agree	ments	Emp1	oyees
	Type of Benefit	Number	Percent of Total	Number	Percent of Total
11	Settlements	120	100.0	113,518	100.0
eto	tlements establishing or improving one r more benefits	110 12 40 28 39 61 15 21 29 25	91.7 10.0 33.3 23.3 32.5 50.8 12.5 17.5 24.2 20.8 10.0	109,180 9,137 40,110 24,539 40,679 63,864 13,078 21,037 17,159 46,676 12,567	96.2 8.0 35.3 21.6 35.8 56.3 11.5 18.5 15.1 41.1
et	tlements not changing any benefits	10	8.3	4,338	3.8

ote: Figures are non-additive. A settlement may establish or change more than one ype of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, Third Quarter 1985

	Tot	tal	Private	Sector	Public Secto		
Duration of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
Total	120	113,518	54	34,061	66	79,457	
1-3 months	41	25,250	24	12,091	17	13,159	
4-6 months	37	34,949	15	11,611	22	23,338	
7-9 months	22	40,616	8	5,756	14	34,860	
10-12 months	10	7,172	5	3,795	5	3,377	
13 months and over	10	5,531	2	808	8	4,723	

Table 9

Stages of Negotiations of Settlements of Collective Agreements 200 or More Ontario Employees, Third Quarter 1985

	To	tal	Private	Sector	Public	Sector
Stage of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	120	113,518	54	34,061	66	79,457
Direct bargaining	42	26,412	11	5,882	31	20,530
Conciliation	16	12,107	11	9,527	5	2,580
Post-conciliation bargaining	14	8,044	7	4,905	7	3,139
Mediation	23	21,201	12	4,007	11	17,194
Post-mediation bargaining	3	5,240	1	315	2	4,925
Arbitration	8	29,803	-	-	8	29,803
Work stoppage	14	10,711	12	9,425	2	1,286
Other	-	-	-	-	-	-

Table 10

Duration and Stages of Negotiations of Settlements of Collective Agreements Covering 200 or More Ontario Employees, Third Quarter 1985

					13 -						
	is & Over	Employ- ees	5,531	1	ı	2,126	430	ı	1,500	1,475	0
	13 Months &	Agree- ments	10	1	1	S	1	1	2	2	1
	10-12 Months	Employ- ees	7,172	1,103	675	2,500	202	8	2,274	418	0
U	10-12	Agree- ments	10	m	-	2		ı	2	-	8
Duration of Negotiation	7-9 Months	Employ- ees	40,616	9,136	3,946	770	1,460	225	25,079	ı	9
ition of	7-9 N	Agree- ments	22		m	2	4	p4	ж	ı	ı
Dura	4-6 Months	Employ- ees	34,949	9,184	1,696	2,648	11,307	5,015	ı	660°5	9
	4-6 M	Agree- ments	37	11	5	5	6	2	ı	2	1
	1-3 Months	Employ- ees	25,250	686,9	5,790	ı	7,802	1	950	3,719	1
	1-3 M	Agree- ments	41	19	7	ı	∞	ı	-	9	ı
	Total	Employ- ees	113,518	42 26,412 19 6,989	12,107	8,044	21,201	5,240	29,803	10,711	•
	To	Agree- ments	120	42	16	14	23	m	∞	14	ı
		Agree Stage of Negotiation ments	Total	Direct bargaining	Conciliation	Post-conciliation bargaining	Mediation	Post-mediation bar- gaining	Arbitration	Work stoppage	Other



2A2011 L=1 W=2



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1985

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

July 1986



Hon. William Wrye Minister Glenn R. Thompson Deputy Minister



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1985. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
July, 1986



Wage Developments in Collective Bargaining Settlements in Ontario Fourth Quarter 1985

Settlements were negotiated during the fourth quarter of 1985 in 193 collective agreements covering 200 or more Ontario employees. A total of 140,081 employees were affected, mostly in education, health and welfare, and provincial government.

Wage Adjustments

The 193 settlements provided increases on base wage rates averaging 4.8 percent annually over the term of the agreements, up from the 4.4 percent

negotiated in the third quarter. (See Chart 1 and Table 6).

Of the 140,081 employees covered by the fourth quarter settlements, 2,421 received no increases over the term of the 6 agreements involved. (See Table 5). Another 1,305 employees, covered by 2 agreements, received no increases in the first year of the agreements, but will have subsequent increases averaging 3.1 percent a year. Increases for the remaining 136,355 employees averaged 4.9 percent a year.

The predominant increases in the fourth quarter settlements averaged 4.0-4.9 percent a year, and were received by 47 percent of the employees covered by 55 percent of the agreements. (See Table 5). Twenty percent of the employees received increases averaging less than 4.0 percent a year in 16 percent of the agreements, 31 percent covered by 25 percent of the agreements had increases

averaging 5.0 percent or more a year.

Manufacturing. The fourth quarter settlements covered 22,883 employees under 35 agreements in manufacturing industries. (See Table 1). Increases in these agreements averaged 3.2 percent a year, up from 2.9 percent in the third quarter. Forty-five percent of the employees received increases averaging less than 2.0 percent a year, 34 percent adjustments averaging 2.0-4.9 percent a year, and 20 percent had increases averaging 5.0 percent or more a year. (See Table 5).

Non-manufacturing. Settlements in non-manufacturing industries, excluding construction, provided increases averaging 5.1 percent a year, up from 4.7 percent in the third quarter. (See Table 1). Three of the agreements covering 1,458 employees gave no increases. Of the employees who received increases, 54 percent had adjustments averaging 4.0-4.9 percent a year, 11 percent had gains averaging less than 4.0 percent a year, and 34 percent had increases averaging 5.0 percent or more a year. Seven hundred employees in construction received no increases over the term of the agreements.

Public and Private Sectors. The fourth quarter settlements included 148 agreements covering 112,559 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government enterprises. These agreements provided increases averaging 5.2 percent a year, up from 5.1 percent in the third quarter. Fifty-five percent of the employees received increases averaging 4.0-4.9 percent a year, 11 percent received increases averaging less than 4.0 percent a year, and the remaining 34 percent received increases averaging 5.0 percent or more a year. (See Tables 5 and 6).

Increases in the 45 private sector settlements averaged 3.1 percent a year, up from 2.9 percent in the third quarter. Of the 27,522 employees covered, 2,191 received no increases in 5 agreements. Of the 25,331 employees who received increases, 40 percent had adjustments averaging less than 2.0 percent a year, 33 percent had adjustments averaging 3.0-4.9 percent a year, and 21 percent

had increases averaging 5 percent or more a year. (See Table 5 and 6).

Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were included in 20 of the fourth quarter settlements, covering 21,919 employees mostly in transportation equipment. (See Tables 1 and 6). Increases in these COLA agreements averaged 4.0 percent a year, up from 3.1 percent in the third quarter. Forty-four percent of the employees received increases averaging less than 2.0 percent a year, 22 percent had adjustments averaging 3.0-3.9 percent a year, and 6 percent had increases averaging 5.0 percent or more a year. (Wage adjustments that could be generated by the COLA clauses are not included in the settlement data because they depend on future changes in the Consumer Price Index.)

Settlements in the 173 agreements without COLA clauses provided increases averaging 4.9 percent a year, as in the third quarter. Of the 118,162 employees covered, 2,241 under 5 agreements received no increases, 55 percent had adjustments averaging 4.0-4.9 percent a year, 11 percent had adjustments averaging less than 4.0 percent a year and 34 percent had increases averaging 5.0 percent or

more a year.

Benefit Changes

Existing benefits were changed or new ones established in fourth quarter settlements of 154 agreements covering 86,557 employees. Dental care, life insurance, paid vacations, hospital and medical insurance, and pensions were the benefits most affected. (See Table 7).

The most frequent changes in insurance plans were the updating of benefit fee schedules in dental care plans in 69 agreements covering 50,544 employees; and increased benefits in life insurance plans in 36 agreements covering 25,689 employees, and in medical insurance plans in 24 agreements covering 22,987 employees.

Pension plans were revised in 28 agreements covering 23,011 employees. The predominant changes were increased benefits for normal retirement, and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 32 agreements covering 22,251 employees, were reductions in the years of service required for 4 and 5 weeks.

Negotiations

The fourth quarter settlements were reached in an average of 6 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, the same as in the third quarter. Forty-nine percent of the settlements covering 36 percent of the employees were concluded in 1-3 months. (See Table 8). Another 33 percent covering 25 percent of the employees were completed in 4-9 months. Negotiations lasted more than 9 months in 18 percent of the agreements covering 39 percent of the employees.

Negotiations of private sector agreements took an average of 4 months to complete, compared with an average of 7 months for public sector agreements. Eighty-seven percent of the private sector settlements covering 88 percent of the employees involved were completed in 6 months or less, compared with 57 percent of the public sector settlements covering 36 percent of the employees. Settlements took more than 9 months to achieve in 33 public sector agreements covering 53,623 employees, compared with 2 agreements covering 1,685 employees in the

private sector.

Settlements were reached by the parties without outside assistance in 34 percent of the agreements covering 30 percent of the employees. (See Table 9). Government assistance was needed in the negotiations of 33 percent of the agreements covering 28 percent of the employees, including 13 agreements covering 14,452 employees that involved work stoppages. Negotiations in the remaining 63 agreements covering 42 percent of the employees were resolved by arbitration.

Chart 1

Average Annual Increases in Base Wage Rates in Settlements of Collective Agreements Covering 200 or More Employees Fourth Quarter 1983 to Fourth Quarter 1985

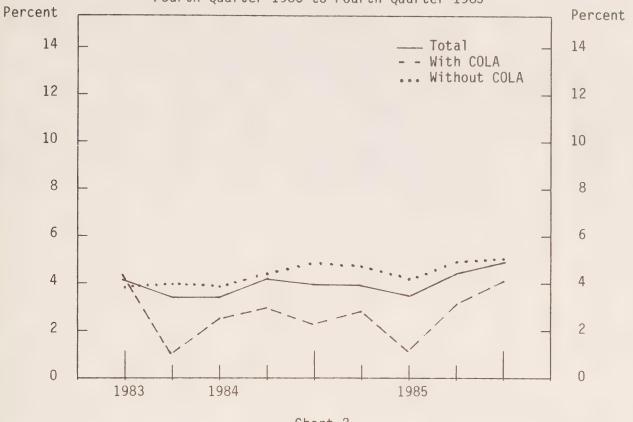
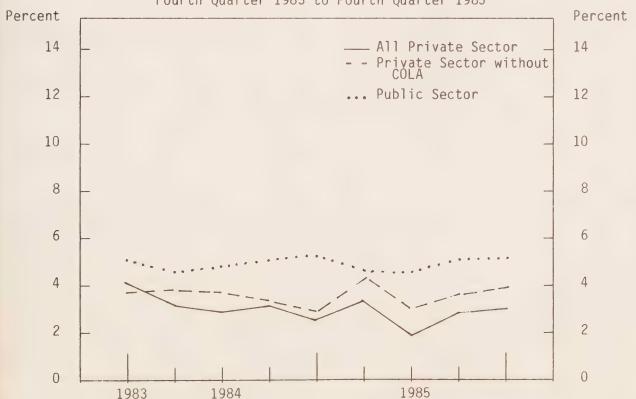


Chart 2

Average Annual Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Agreements Covering 200 or More Employees Fourth Quarter 1983 to Fourth Quarter 1985



Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Fourth Quarter 1985

Agreemented dover mg .	Course Course	er-an amaniferan i emine an in Marie i supr		Ag	reements	with	Agre	ements w	
	A1	1 Agreeme	ents		COLA Cla	use		COLA Cla	
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase	Agree- ments	Employ- ees	Perc
All industries, including construction	193	140,081	4.8	20	21,919	4.0	173	118,162	4
All industries, excluding	191	139,381	4.8	20	21,919	4.0	171	117,462	4
Manufacturing	35	22,883	3.2	13	13,688	2.3	22	9,195	4
Food, Beverages	6	2,525	4.5	3	1,110	4.3	3	1,415	4
700000	1	400	6.4	-	-		1	400	6
Rubber, Plastics Leather	3	842	3.0	-	_	A39	3	842	3
1c)	_	042	~	_	400	=	_	- Cont C	-
Knilting Mills	2	660	3.4	-	-	-	2	660	3
Clothing	-	2/2	~. A O	orac	nan-	Mass	1	242	4
Hunn III e. Fixtures	1	243 275	4.0 6.1	_	_	-	1 1	243 275	6
Pele.	03		-		-		-	., .	-
Printing, Publishing	2	1,669	6.6	-	-	-	2	1,669	6
Primary Metals	2	570	4.4	1	200 224	5.0 4.5	1	370	4
Manhinery	2	776	5.3	_	- 224	4.0	2	776	5
Transportation Equipment	8	12,189	1.9	5	10,757	1.8	3	1,432	3
Electrical Products	5	2,247	4.1	3	1,397	3.5	2	850	5
Non-Metallic Minerals Petroleum, Oil	eg.	Ends	en	v40 639		60	G-		80
Chemicals	1	263	0.0		_	crit	1	263	0
Miscellaneous Mig	- color	بدت	601	47	-	65.		E00+	
Non-manufacturing, excluding construction	156	116,498	5. 1	7	8,231	6.8	149	108,267	5.
FOURTHERM	-	-			Ma	a	-	-	-
Mining, Diarrying	1 11	428 8,367	0.0 3.3	2	1,034	3.7	1 7,332	428	0
Storage	11	0,30/	J.J	E,	1,034	3./	7,332	7,538)
Committedions	1	3,275	11.3	1	3,275	11.3	-		-
Electric, Gas, Water		-	4.61	oma	ano.	6.7	ren.	-	-
Wholesale Trade	2	1,046	1.6	-	_	N/sa	2	1,046	1
Finance and an end of the contract of the cont	-	1,040		or.	855	QDo	_	1,040	-
Insuranco, Real Estate	erce	-Cub	625	ano	460	.5	***	eter	-
Education, Related Services	67	41,069	4.8	4	3,922	4.0	63	37,147	4
Health, Welfare Services Recreational Services	54	20,138	4.2	-	738 880	rten.	54	20,138	4
Management Services	1	509	3.0	CAS	_	0.000	1	509	3
Personal Services	2	575	5.5	ud.	06	-	2	2 575	5
Miscellaneour Services Federal Administration	3	1,054	3.5	-	-	-	3	1,054	3
Provincial Administration	7	37,290	6.0	ets.	_	-	7	37,290	6
Local Administration	7	2,747	6.1	93.8	100	***	7	2,747	6
Construction	2	700	0.0	-	_	-	2	700	0

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1985

		Fourt	th Quarter	1985					
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-y	year Agre	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase
ndustries, including struction	106	86,433	5.1	71	46,241	4.4	15	7,182	3.0
ndustries, excluding struction	104	85,733	5.2	71	46,241	4.4	15	7,182	3.0
anufacturing	3	2,225	6.2	22	16,631	2.7	9	3,802	3.5
Beverages	_	_	-	5	2,025	4.4	1	500	5.1
0	-	-	-	1	400	6.4	-	-	-
Plastics	-	-	-	-	-	-	-	-	-
er	-	-	-	3	842	3.0	-	-	**
lesing Mills	_	_	_	1	225	3.1	1	435	3.5
ing		_	_	-			_	433	-
•••••	-	-	-	-	_	-	1	243	4.0
ture, Fixtures	1	275	6.1	_	_	-	-	_	-
	-	-	-	-	-	-	-	-	-
ing, Publishing	1	1,400	6.4	1	269	1	-	-	-
ry Metals	-	-	-	2	570 224	4.4	-	-	-
cated Metals	_	_	_	2	776	1	_		_
neryportation Equipment		100	_	5	11,037	1.9	3	1,152	2.1
rical Products	1	550	5.6	-	-	-	3	1,472	1
etallic Minerals	-	_	_	-	-	-	-	-	-
leum, Oil	-	-	-	-	-	-	-	-	-
cals	-	-	-	1	263	0.0	-	-	-
llaneous Mfg	-	-	-	-	-	-	-	-	-
on-manufacturing, exclud- ing construction	101	83,508	5.1	49	29,610	5.3	6	3,380	2.6
try		-	-	-	400	-	-	-	-
g, Quarrying		400	5.0	1 7	428 5,933		3	2,034	2.4
portation		400	5.0		5,933	3.5	_	2,034	2.4
ge nicatons		_	_	1	3,275	11.3	_	-	_
ric, Gas, Water		_	-	_	-	_	_	-	-
sale Trade		_	-	-	-	-	-	-	-
1 Trade		-	-	-	-	-	2	1,046	1.6
ce		-	-	-	-	-	-	-	-
ance, Real Estate		05 (42	- 4 7	26	15 426	5.0	-	-	-
tion, Related Services		25,643 18,516		26	15,426		_	_	
h, Welfare Services		10,510	4.0	_	1,022	-	_	_	-
ement Services		_	-	1	509	3.0	-	-	-
nal Services		_	-	1	275		1	300	7.3
llaneous Services	-	-	-	-	-	-	-	-	-
al Administration	1	530	1	2	524	3.4	-	-	-
ncial Administration		37,290		4	1,618	5.8	-	-	_
Administration		1,129		4	1,018	5.0			
Fruction	2	700	0.0	-		-	-		
	+	-		1					

eyear agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1985

by Indus	stry and		on or Ayrı	enent,			, , , , , , , , , , , , , , , , , , , 		
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-	year Agre	eemei
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase		Employ- ees	Per
All industries, including construction	1	238	4.5	12	18,972	4.0	6	2,484	
All industries, excluding construction	1	238	4.5	12	18,972	4.0	6	2,484	4
Manufacturing	-	-	-	7	11,184	2.0	5	2,279	
Food, Beverages	-	-	-	2	610	3.6	1	500	
Tobacco	-	- 1	-	-	-	-	-	-	
Rubber, Plastics	-	_	-	_	-	-		-	
Leather Textiles	_	_	_		_	_	_	_	
Knitting Mills	-	_	-	_	_	-	-	_	
Clothing	-	-	-	- 1	-	-	-	-	
Wood	-	_	-	-	-	-	-		
Furniture, Fixtures	-		-	-	-	-	-	-	
Printing, Publishing	_		_	_	_	_	_	_	
Primary Metals	-	_	-	1	200	5.0	_	_	
Fabricated Metals	-	-	-	1	224	4.5	-	-	
Machinery	_	-	-	-	-	-		-	
Transportation Equipment	-	-	-	3	10,150	1.8	2	607	
Electrical Products Non-Metallic Minerals	-	-		-	-	-	2	1,172	
Petroleum, Oil	_	_		_	_	_	_		
Chemicals	_	_	-	-	_	-	-		
Miscellaneous Mfg	-	_	eco-	-	-	-	-	-	
Non-manufacturing, exclud- ing construction	1	238	4.5	5	7,788	7.0	1	205	
Forestry	-	-	-	-		-	-	-	
Mining, Quarrying	-	-	-	-	-	-	-	-	
Transportation	-		-	1	829	4.0	1	205	4
Storage	_		_	1	3,275	11.3	_	_	
Electric, Gas, Water	_	_	_	-	-	-	_	-	
Wholesale Trade	-	_	-	_	-	-	-	-	
Retail Trade	-	-	-	-	-	-	-	-	
Finance	-	-	-	-	-	_	-	-	
Insurance, Real Estate	1	238	4.5	3	3,684	3.9	-	_	
Education, Related Services Health, Welfare Services	1	230	4.5	3	3,004	3.9	_	_	
Recreational Services	_	_	_	_	_	_	-	_	
Management Services	-	-	-	_	-	-	-	-	
Personal Services	-	-		-	-	-	~	-	
Miscellaneous Services	-	-	-	-	-	-	mo	-	
Federal Administration	-	-	-	-	-	-	-	-	
Provincial Administration Local Administration	_	_	_	_	-	_	_		
Construction		_			_				
CONSCIUCTION									

¹⁰ne-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1985

by Indus	stry and	Duratio	on of Agre	ement,	rourth	quarter 1:	3 00		
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-	year Agre	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase	-	Employ- ees	Percent Increase
industries, including	105	86,195	5.1	60	29,095	4.6	9	4,698	2.7
industries, excluding nstruction	103	85,495	5.2	60	29,095	4.6	9	4,698	2.7
Manufacturing	3	2,225	6.2	15	5,447	4.3	4	1,523	3.0
, Beverages	_	_	_	3	1,415	4.7	-	-	-
CCO		-	-	1	400	6.4	-	-	-
er, Plastics	-	-	-	-	-	-	-	-	-
her		-	-	3	842	3.0	-	-	-
iles		-	-	1	225	3.1	1	435	3.5
ting Millshing		_	_	1			-	-	-
		_	-	_	_	-	1	243	4.0
iture, Fixtures		275	6.1	_	-	-	-	-	-
P	-	-	-	-	-	-	-	-	-
ting, Publishing		1,400	6.4	1	269		-	-	-
nary Metals		-	-	1	370	4.0	-	-	-
ricated Metals		-	-	2	776	5.3	_		
ninery Asportation Equipment				2	887		1	545	1.6
trical Products		550	5.6	-	_	-	1	300	
-Metallic Minerals		_	-	-	_	-	-	-	-
roleum, Oil		-	-	-	-	-	-	-	-
nicals		-	-	1	263	0.0	-		-
cellaneous Mfg	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	100	83,270	5.1	45	23,648	4.6	5	3,175	2.6
estry		-	-	1	428	0.0	_		
ing, Quarrying		400	5.0	6	5,104		2	1,829	2.3
range	1	400	-	_	-		_	_	-
municatons	_	-	-	-	-	-	-	-	-
ctric, Gas, Water		-	_	-	-	-	-	-	-
lesale Trade		-	-	-	-	-	-	1 046	1 6
ail Trade		-	-	-	-	-	2	1,046	1.6
ance		-	-	_					
urance, Real Estate cation, Related Services		25,405	4.7	24	13,568	5.0	_	-	-
Ith, Welfare Services		18,516		6	1,622		-	_	-
reational Services	-	10,010	-	-	-	-	-	-	-
agement Services	1	-	-	1	509	1	-	200	7 2
sonal Services	-	-	-	1	275	3.5	1	300	7.3
cellaneous Services		5.00	2.5	2	524	3.4	_		
eral Administration	. 1	530	1	1	224	3.4			
		27 200	1 60			- 1	400		
vincial Administration	. 7	37,290		4	1.618	5.8	_		_
rvincial Administration Cal Administration Cstruction	7 3	37,290 1,129 700	6.5	4	1,618	5.8	-		-

(e-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months;

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Fourth Quarter 1985

	1001011	Quarter 1	1303			
	All Ag	reements	Agreement COLA C			ts withou Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
All Industries Total	193 6 - 187 5 6 21 106 18	140,081 2,421 137,660 10,492 3,284 14,619 65,606 10,890 13,741	20 - 20 3 3 6 4 2	21,919 - 21,919 9,675 1,130 4,828 1,761 700 550	173 6 - 167 2 3 15 102 16 17	116,162 2,241 115,741 817 2,154 9,791 63,845 10,190 13,191
7.0 - 7.9 percent	35 1	4,416 14,612 22,883 263	13	3,275 13,688	10 2 22 1	4,416 11,337 9,195 263
Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	34 4 3 11 6 5 4	22,620 10,220 1,250 4,054 2,407 1,865 2,555 269	13 3 2 4 2 2 - -	13,688 9,675 925 1,694 694 700	21 1 7 4 3 4	8,932 545 325 2,360 1,713 1,165 2,555 269
Non-manufacturing, including construction Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	158 5 - 153 1 3 10 100 13 14 9 3	117,198 2,158 - 115,040 272 2,034 10,565 63,199 9,025 11,186 4,147 14,612	7 - - 7 - 1 2 2 - 1 -	8,231 - 8,231 - 205 3,134 1,067 - 550 3,275	151 5 - 146 1 2 8 98 13 13 13 9	108,967 2,158 2,158 106,809 272 1,829 7,431 62,132 9,025 10,636 4,147 11,337
Non-manufacturing, excluding construction Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent	156 3 - 153 1 3	116,498 1,458 - 115,040 272 2,034	7 - - 7 - 1	8,231 8,231 205	149 3 - 146 1 2	108,267 1,458 106,809 277 1,829

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Fourth Quarter 1985

	All Agr	reements	Agreement COLA C		Agreements without COLA Clause		
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
on-manufacturing, excluding construction (cont'd) 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	10 100 13 14 9 3	10,565 63,199 9,025 11,186 4,147 14,612	2 2 - 1 - 1	3,134 1,067 - 550 - 3,275	8 98 13 13 9	7,431 62,132 9,025 10,636 4,147 11,337	
onstruction Total	2 2	700 700 - - - - - - - -	-		2 2	700 700 - - - - - - - -	
rivate sector Total	45 5 - 40 4 12 8 5 5	27,522 2,191 25,331 10,220 1,455 4,329 4,092 1,865 2,801 569	14 - - 14 3 3 4 2 2 - -	13,893 - 13,893 9,675 1,130 1,694 694 700	31 5 - 26 1 1 8 6 3 5 2	13,629 2,191 11,438 545 325 2,635 3,398 1,165 2,801 569	
Total	148 1 - 147 1 2 9 98 13 13 8 3	112,559 230 - 112,329 272 1,829 10,290 61,514 9,025 10,940 3,847 14,612	6 - 2 2 2 - 1 1 - 1	8,026 - 8,026 - 3,124 1,067 - 550 3,275	142 1 - 141 1 2 7 96 13 12 8 2	104,533 230 104,303 272 1,829 7,156 60,447 9,025 10,390 3,847 11,337	

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Fourth Quarter 1984 - Fourth Quarter 1985

The state of the s			¥
Year and Type of Agreement	Agree- ments	Employ- ees	Percent Increas
Fourth Quarter 1984 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	191 19 172 71 18 53 120 1	200,209 62,329 137,880 86,603 54,329 32,274 113,606 8,000 105,606	4.1 2.4 4.8 2.5 2.4 2.7 5.2 2.3 5.4
First Quarter 1985 All agreements Agreements with cost-of-living clause	198 35 163 64 24 37 134 8 126	130,562 36,356 94,206 35,957 20,047 15,910 94,605 16,309 78,296	4.0 2.7 4.5 3.3 2.6 4.1 4.5 2.7
Second Quarter 1985 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	205 34 171 95 28 67 110 6	145,551 35,763 109,788 60,450 33,499 26,951 85,101 2,264 82,837	3.4 1.1 4.1 1.9 0.9 3.1 4.4 3.6 4.5
Third Quarter 1985 All agreements	120 12 108 54 9 45 66 3 63	113,518 28,320 85,198 34,061 11,104 22,957 79,457 17,216 62,241	4.4 3.1 4.9 2.9 1.3 3.7 5.1 4.2 5.3
Fourth Quarter 1985 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	193 20 173 45 14 31 148 6	140,081 21,919 118,162 27,522 13,893 13,629 112,559 8,026 104,533	4.8 4.0 4.9 3.1 2.3 3.9 5.2 6.9 5.0

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Fourth Quarter 1985

	Agreer	ments	Employees		
Type of Benefit	Number	Percent of Total	Number	Percent of Total	
1 Settlements	193	100.0	140,081	100.0	
ettlements establishing or improving one or more benefits Paid holidays Paid vacations Other paid leaves Hospital and medical Dental Sickness and accident Long term disability Life insurance Pensions Other benefits	154 8 32 33 24 69 15 16 36 28 29	79.8 4.1 16.6 17.1 12.4 35.8 7.8 8.3 18.7 14.5	86,557 3,433 22,251 26,744 22,987 50,544 15,940 16,000 25,689 23,011 25,737	61.8 2.5 15.9 19.1 16.4 36.1 11.3 11.4 18.3 16.4 18.4	
ettlements not changing any benefits	39	20.2	53,524	38.2	

lote: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Agreements

,Covering 200 or More Ontario Employees, Fourth Quarter 1985

	Tot	tal	Private	Sector	Public Sector		
Duration of Negotiation	Agree- ments			Employ- ees	Agree- ments	Employ- ees	
Total	193	140,081	45	27,522	148	112,559	
1-3 months	95	50,414	27	18,651	68	31,763	
4-6 months	28	13,749	12	5,461	16	8,288	
7-9 months	35	20,610	4	1,725	31	18,885	
10-12 months	25	47,776	. 2	1,685	23	46,091	
13 months and over	10	7,532	- .	-	10	7,532	

Table 9

Stages of Negotiations of Settlements of Collective Agreements
200 or More Ontario Employees, Fourth Quarter 1985

	To	tal	Private	Sector	Public Sector	
Stage of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	193	140,081	45	27,522	148	112,559
Direct bargaining	66	41,900	9	3,488	57	38,412
Conciliation	19	11,255	10	5,071	9	6,184
Post-conciliation bargaining	4	1,281	4	1,281	-	-
Mediation	23	11,015	14	6,476	9	4,539
Post-mediation bargaining	1	325	1	325	-	-
Arbitration	63	58,423	-	-	63	58,423
Work Stoppage	13	14,452	7	10,881	6	3,571
Other	4	1,430	-	-	4	1,430

Table 10

Duration and Stages of Negotiations of Settlements of Collective Agreements Covering 200 or More Ontario Employees, Fourth Quarter 1985

	Months & Over	ee- Employ-	10 7,532	3 3,809	1 749	1	1	1	3 978	3 1,996	1
	13 M	Agree- ments	11								
	10-12 Months	Employ- ees	47,776	5,896	2,261	I	853	1	38,176	4	290
nc	10-12	Agree- ments	25		8	1	2	ı	10	ı	2
Negotiation	7-9 Months	Employ- ees	20,610		4,373	1	5,669	ı	313	1,245	300
Duration of	7-9	Agree- ments	35	20	9	1	2	1		2	
Dura	Months	Employ- ees	13,749	1	2,574	î	4,284	325	ı	1,561	540
	4-6	Agree- ments		0	2	1	∞	-	l	2	
-	1-3 Months	Employ- ees		16,020	1,298	1,281	3,209	t	18,956	039,6	1
	1-3 N	Agree- ments	96	27	4	7	∞	1	49	m	1
	Total	Employ- ees	140,081	66 41,900	11,255	1,281	11,015	325	58,423	14,452	1,430
	Ĭ	Agree- ments	193	99	19	4	23	<u>~</u>	63	13	4
		Agree Stage of Negotiation ments	Total	Direct bargaining	Conciliation	Post-conciliation bargaining	Mediation	Post-mediation bar- gaining	Arbitration	Work stoppage	Other



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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1986

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

September 1986

Hon.William Wrye Minister Glenn R. Thompson Deputy Minister



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1986. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations

at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto September, 1986



Wage Developments in Collective Bargaining Settlements in Ontario First Quarter 1986

Settlements were negotiated during the first quarter of 1986 in 117 collective bargaining agreements covering 200 or more Ontario employees. A total of 96,095 employees were affected by these settlements, concentrated in education, communications and transportation.

Wage Adjustments

The settlements provided increases on base wage rates averaging 4.1 percent annually over the term of the agreements, down from 4.8 percent for settlements in the fourth quarter of 1985. (See Chart 1 and Tables 1 and 6).

Of the 96,095 employees covered, 83,460 received first-year increases or increases under one-year agreements averaging 4.9 percent; 52,453 employees won second-year increases averaging 3.7 percent, and 11,026 won third-year increases averaging 3.2 percent. Thirteen percent of the employees received no increases in the first year of their agreements, but will get increases in the second year averaging 3.7 percent and in the third year averaging 1.5 percent.

The predominant increases averaged 3.0-5.9 percent a year, and were received by 73 percent of the employees covered by 82 percent of the agreements. Eighteen percent of the employees received increases averaging less than 3 percent a year under 14 agreements; and the remaining 9 percent received increases

averaging more than 6 percent a year under 7 agreements. (See Table 5).

Manufacturing. The first quarter settlements covered 19,845 employees under 40 agreements in manufacturing industries. These settlements provided increases averaging 3.6 a year over the term of the agreements, up from 3.2 percent in the fourth quarter of 1985. Forty-one percent of the employees covered by 48 percent of the agreements received increases averaging 4.0-4.9 percent a year; 51 percent received increases averaging less than 4 percent under 18 agreements; and the remaining 8 percent covered by 3 agreements won increases averaging 5.0-6.9 percent a year. (See Tables 1, 5 and 6).

Non-manufacturing. The 76,250 employees covered by the 77 settlements in

Non-manufacturing. The 76,250 employees covered by the 77 settlements in non-manufacturing industries (including one in construction) provided increases averaging 4.8 percent a year over the term of the agreements, down from 5.1 percent in the fourth quarter of 1985. Seventy-five percent of the employees covered by 88 percent of the agreements received increases averaging 3.0-5.9 percent a year; 15 percent received increases averaging less than 3 percent a year under 3 agreements; and the remaining 10 percent won increases under 6 agreements averaging more than 6 percent a year. (See Tables 1, 5 and 6).

Public and private sectors. The first quarter settlements included 68

Public and private sectors. The first quarter settlements included 68 agreements covering 59,290 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.8 percent a year over the term of the agreements, down from 5.2 percent in the fourth quarter in 1985. Eighty-seven percent of the employees won increases under 91 percent of the agreements averaging 3.0-5.9 percent a year; 1,271 employees received increases averaging 2.1 percent a year under a two-year agreement; and the remaining 6,682 employees got increases averaging more than 6 percent a year under 5 agreements. (See Tables 5 and 6).

Settlements in the 49 private sector agreements provided increases averaging 3.0 percent a year over the term of the agreements, down from 3.1 percent in the fourth quarter of 1985. Of the 36,805 employees covered, 41 percent received increases averaging 3.0-4.9 percent a year under 57 percent of the agreements; 45 percent received increases under 31 percent of the agreements averaging less than 3 percent a year; and the remaining 5,280 employees gained

increases averaging 5.0-6.9 percent a year under 7 agreements. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were continued from expired agreements in 17 of the first quarter settlements covering 18,863 employees. Fourteen of the COLA settlements were contained in agreements in manufacturing industries, and all were included in private sector agreements.

The COLA settlements provided increases averaging 1.6 percent a year over the term of the agreements, compared with 4.0 percent in the fourth quarter of 1985. Seventy percent of the employees, covered by 6 of the agreements received increases averaging less than 2 percent a year, and the remaining 30 percent

received increases under 11 agreements averaging 2.0-4.9 percent a year.

The settlement increases do not include adjustments that could be gained from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Adjustments will be made at the rate of 1 cent an hour for each 0.26-0.40 point rise in the 1971=100 CPI in 10 agreements covering 6,035 employees; at 1 cent an hour for each 0.125-0.40 point rise in the 1981=100 CPI in 4 agreements covering 1,613 employees; at 1 percent of wages for each 1 percent rise in the 1981=100 CPI in 2 agreements covering 10,295 employees; and at 1 cent an hour for each 0.295 point rise in the 1967=100 United States CPI in one agreement covering 920 employees.

The formulas will be applied quarterly in 12 agreements covering 6,306 employees; monthly, in 2 agreements covering 662 employees; annually, in 1 agreement covering 1,600 employees; and once during the term of the 2 agreements with

a percentage formula covering 10,295 employees.

Settlements in the 100 agreements without COLA clauses provided increases averaging 4.8 percent a year over the term of the agreements, compared with 4.9 percent in the fourth quarter in 1985. Of the 77,282 employees covered, 87 percent received increases averaging 3.0-5.9 percent a year under 91 percent of the agreements; 1,471 employees received increases averaging 2.0-2.9 percent a year under 2 agreements; and the remaining 8,282 employees gained increases under 7 agreements averaging more than 6 percent a year.

Benefit Changes

Existing benefits were changed or new ones were established in first quarter settlements of 99 agreements covering 75,923 employees. Dental care, paid vacations, life insurance, pensions and hospital and medical insurance were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved updating of benefit fee schedules in dental care plan in 71 agreements covering 56,535 employees and increased benefits in life insurance plans in 41 agreements covering 23,075 employees, and in medical insurance plans in 33 agreements covering 26,812 employees.

Pension plans were revised in 39 agreements covering 24,567 employees. The predominant changes involved increased benefits for normal retirement, and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 51 agreements covering 25,520 employees involved reductions in the years of service required for 4 and 5 weeks.

Negotiations

The first quarter settlements were reached in an average of 7 months from the date the parties commenced bargaining to the date the settlement was ratified

by the employees, compared with 6 months in the fourth quarter of 1985. Thirty-eight percent of the settlements covering 34 percent of the were concluded in 1--3 months. Another 32 percent covering 39 percent of the employees were completed in 4--9 months. Negotiations lasted more than 9 months in the remaining 29 percent of the settlements covering 27 percent of the employees. (See Table 8).

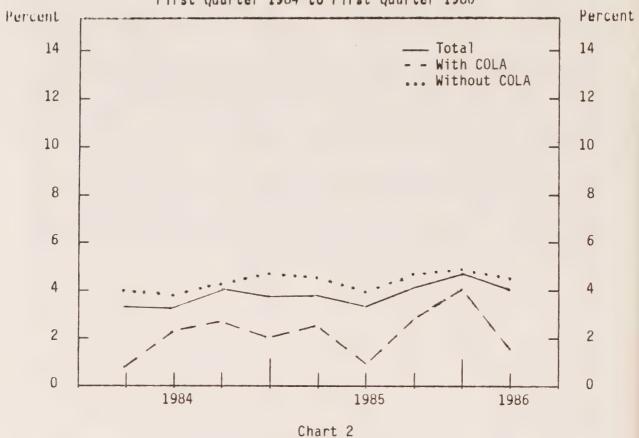
Negotiations of private sector settlements took an average of 4 months to complete, compared with an average of 9 months for the public sector settlements. All except three of the private sector agreements covering 98 percent of the employees involved were completed in 6 months or less, compared with 40 percent of the public sector settlements covering 38 percent of the employees. Settlements took more than 9 months to achieve in 47 of the public sector agreements covering 42 percent of the employees, compared with 2 agreements covering 653 employees in the private sector.

Settlements were reached by the parties without outside assistance in 35 percent of the agreements covering 41 percent of the employees. Government assistance was needed in the negotiations of 56 percent of the agreements covering 53 percent of the employees, including 4 agreements covering 3,005 employees that involved work stoppages. Negotiations in the remaining 10 agreements

covering 6.547 employees were resolved by arbitration.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees First Quarter 1984 to First Quarter 1986



Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees First Quarter 1984 to First Quarter 1986

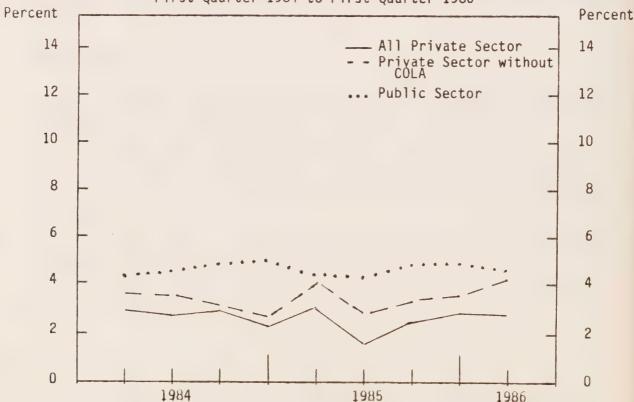


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, First Quarter 1986

							T		
	All	Agreeme	ents		reements COLA Clau			ements wi	
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
industries, including	117	96,095	4.1	17	18,863	1.6	100	77,232	4.8
industries, excluding	116	95,295	4.2	17	18,863	1.6	99	76,432	4.8
Manufacturing	40	19,845	3.6	14	6,968		26	12,877	4.3
, Beverages	6	3,043	4.1	1	450	2.4	5	2,593	4.4
CCO	-	-	-	-	-	-	-	-	-
er, Plastics	2	2,400	1.9	2	2,400	1.9	-	-	-
ner	1	1,187	3.0	_	_	_	1	1,187	3.0
ing Mills	-	-	-	_	-	-	_	-	-
ning	2	665	4.4	-	_	-	2	665	4.4
*****************	2	482	3.3	1	212	2.8	1	270 475	3.8 4.8
ture, Fixtures	1 2	475 790	4.8 4.6	_	_	_	1 2	790	4.6
cing, Publishing	3	2,809	5.3	_	_	_	3	2,809	5.3
iry Metals	1	230	4.4	1	230	1	_	-	- 0
cated Metals	4	1,568		2	1,123	1	2	445 270	4.9
nery	1 7	270 2,365	4.9 2.5	5	1,903	2.0	2	462	4.9
crical Products	1 '	650	i	1	450		1	200	2.5
Metallic Minerals	1	440	3.5	-	-	-	1	440	3.5
pleum, Oil		569	1	-	-	-	2	569	
calsellaneous Mfg		1,452 450	1	1 1	200	4.8	1	1,452	
		450	4.0	1	200	7.0	_	250	
<pre>lon-manufacturing, exclud- ing construction</pre>		75,450	4.3	3	11,895	6.8	73	63,555	4.9
stry		-	-	-	-	-	-	_	
ig, Quarrying		9,072	4.0	1	1,600	3.7	12	7,472	4.1
ige		-	-	-	-	-	-	-	-
inicatons	2	11,935		1	9,895	0.8	1	2,040	
cric, Gas, Water		5,850	3.5	-	-	_	1	5,850	3.5
sale Trade		4,600	8.3	_	_	_	1	4,600	8.3
Rice	1	245	l .	_	-	-	1	245	(
ance, Real Estate	-	-	-	-	-	-	-	-	-
dtion, Related Services		27,448		-	-	-	32 11	27,448 3,805	
h, Welfare Services		3,805 3,000		_		_	2	3,000	
gement Services	1	400		1	400	1.1	_	-	-
anal Services	1	600	6.2	-	-	-	1	600	
Sellaneous Services		225		-	-	-	1 4	225 3,318	ž.
ral Administration		3,318 1,700					1	1,700	ì
Oncial Administration Administration		3,252		_		-	5	3,252	1
ruction		800		-	-	-	1	800	
uccion seesessessessesses							1		

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1986

First Quarter 1986									
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-y	year Agre	eemen
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Perc
All industries, including construction	41	39,042	4.8	58	45,627	3.9	18	11,426	3
All industries, excluding construction	41	39,042	4.8	58	45,627	3.9	17	10,626	3
Manufacturing	1	200	2.5	26	12,219	4.1	13	7,426	2
Food, Beverages	-	-	-	5	2,593	4.4	1	450	2
Tobacco	-	_	_	_	_	-	2	2,400	1
Leather	-	-	-	-	-	-	-	-	-
Textiles	-	-	-	1	1,187	3.0	-	-	-
Knitting Mills	_	_	_	1	324	4.5	1	341	4
Wood	-	-	-	2	482	3.3	-	-	-
Furniture, Fixtures	-	_	-	1 2	475 790	4.8 4.6	_	_	
Printing, Publishing	_	-	-	2	1,809	4.8	1	1,000	6
Primary Metals	-	-	-	3	230 648	4.4	1	920	
Machinery	-	-	-	1	270	4.9	-	-	-
Transportation Equipment	1	200	2.5	1	250 450	4.7	6	2,115	2
Electrical Products Non-Metallic Minerals	-	200	-	1	440	3.5	_	-	
Petroleum, Oil	-	-	-	2	569	3.5	-	-	-
Chemicals Miscellaneous Mfg	_	_	_	1 1	1,452	3.5 4.8	1	200	-
Non-manufacturing, excluding construction	40	38,842	4.8	32	33,408		4	3,200	
Forestry	-	-	-	-	-	_	-	-	-
Mining, Quarrying Transportation	_	_	_	12	7,472	4.1	1	1,600	3
Storage	-	-	-	2	-	-	-	-	-
Communications	1	5,850	3.5	_	11,935	1.4	-	_	
Wholesale Trade	-	-	-	1	_	_	-	-	-
Retail Trade	- 1	2/15	5.1	-	4,600	8.3	-	-	
Finance Insurance, Real Estate	1 -	245	5.1	6	_	-	-	_	
Education, Related Services	26	24,969		4	2,479		-	-	
Health, Welfare Services Recreational Services	7 2	2,808		-	997	4.6	_	_	
Management Services	-	-	-	-	-	-	1	400	
Personal Services Miscellaneous Services	_	-	-	1 1	225	4.7	1	600	·
Federal Administration	_	_	-	4	3,318	3.5	-	_	
Provincial Administration	3	1 070	5.3	1	1,700		1	600	
Local Administration Construction	3	1,970	5.5	_	002	4.3	1	800	
CONSCI UCCION							1	000	

 $^{^1\}mathrm{O}$ ne-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1986

by Indus	try and	l Duratio	on of Agre	eement,	First Qu	larter 198	30		
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-y	year Agre	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
ndustries, including struction	-	-	-	5	10,990	1.1	12	7,873	2.2
ndustries, excluding struction	-	_	-	5	10,990	1.1	12	7,873	2.2
anufacturing	_	_	-	4	1,095	3.8	10	5,873	1.9
Beverages	_	_	_	_	-	-	1	450	2.4
CO	-	-	-	_	-	-	-	-	1 0
r, Plastics	_	-	-	-	-	-	2	2,400	1.9
er	-	-	-	-	-	-	-	_	_
les	-	-	-	-	-	-	_		_
ing Mills	-	-	-	-	_	_	_		_
ning	-	-	-	1	212	2.8	_	_	-
••••••	_	_		_		_	_	_	_
ture, Fixtures	_		_	_	_	_	-	-	-
ing, Publishing	_	_	_	_	-	-	-	-	-
ary Metals	_	-	_	1	230		-	-	-
cated Metals		-	-	1	203	3.6	1	920	0.7
inery		-	-	-	-	-	-	1 000	- 0
sportation Equipment	-	-	-	-	45.5	-	5	1,903	2.0
trical Products		-	-	1	450	4.0	_	-	_
Metallic Minerals	-	-		-	-	-	_		
oleum, Oil		-	-	-		-	_		
icals		-	-	_			1	200	4.8
ellaneous Mfg		-	-	_			-		
Non-manufacturing, excluding construction	-	_	-	1	9,89	0.8	2	2,000	3.2
stry	-	-	-	-					
ng, Quarrying	-	-	-	-			1	1,60	3.7
sportation	-	-	_	_			_	2,00	
age			_	1	9,89	5 0.8	-		
unications		_	_	_	,,,,,		-		
tric, Gas, Water		_	_	_			-		
esale Trade	1	_	-	-			-		
Ince		_	-	_			-		
irance, Real Estate		-	-	-			-		
cation, Related Services .	-	-	-	-			-		
th, Welfare Services		-	-	-			1	40	0 1.1
reational Services		-	-	-			1	10	
gement Services		-	-	-					
Sonal Services		-	_	-			_		
cellaneous Services		-	-				-		
eral Administration	-	-	_	_			-		
vincial Administration	•			_			-		
al Administration	1						_		
struction	-	_							

De-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1986

by Indu	stry an	d Duratio	on of Agr	eement,	First Q	uarter 19	86		
	One-ye	ear Agree	ements ¹	Two-y	ear Agree	ements ¹	Three-	year Agr	eemer
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Perd
All industries, including construction	41	39,042	4.8	53	34,637	4.8	6	3,553	4
All industries, excluding construction	41	39,042	4.8	53	34,637	4.8	5	2,753	ŗ
Manufacturing	1	200	2.5	22	11,124	4.2	3	1,553	
Food, Beverages	_	_	_	5	2,593		_	1,555	
Tobacco	-	-	-	_	-,555	-	_	_	
Rubber, Plastics	-	-	-	-	-	-	_	_	
Leather	-	-	-	-	_	-	-	-	-
Textiles	-	-	-	1	1,187	3.0	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	1	324	4.5	1	341	4
Wood Eightungs	-	-	-	1	270	3.8	-	-	-
Furniture, Fixtures Paper	_	-	-	1 2	475 790	4.8	-	-	-
Printing, Publishing	_		_	2	1,809	4.6 4.8	1	1 000	-
Primary Metals	_	_	-	_	1,009	-	1	1,000	C
Fabricated Metals	_	_	-	2	445	4.9	_	_	
Machinery	-	-	-	1	270	4.9	_	_	_
Transportation Equipment	-	-	-	1	250	4.7	1	212	4
Electrical Products	1	200	2.5	-	-	-	-	-	-
Non-Metallic Minerals	-	-	-	1	440	3.5	-	-	-
Petroleum, Oil	-	-	-	2	569	3.5	-	-	-
Chemicals	-	-	-	1	1,452	3.5	-	-	-
Miscellaneous Mfg	-	-	-	1	250	4.8	-	-	-
Non-manufacturing, excluding construction	40	38,842	4.8	31	23,513	5.0	2	1,200	4
Forestry		-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	10	7 470	- 1	-	-	-
Transportation	_	_	_	12	7,472	4.1	-	-	-
Communications	_	_	_	1	2,040	4.3	_	-	-
Electric, Gas, Water	1	5,850	3.5	_	2,040				
Wholesale Trade	_	-	-	-	-	_	_	_	_
Retail Trade	-	-	-	1	4,600	8.3	-	_	-
Finance	1	245	5.1	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services	26	24,969	5.1	6	2,479	5.5	-	-	-
Health, Welfare Services	7	2,808	3.9	4	997	4.6	-	-	**
Recreational Services	2	3,000	5.3	-	-	-	-	-	-
Management Services Personal Services	_	-	_	-	-	-	-	-	-
Miscellaneous Services	_			1	225	4.7	1	600	6
Federal Administration	_	_	_	4	3,318	3.5	-	-	-
Provincial Administration	_	_	_	1	1,700	4.3		_	-
Local Administration	3	1,970	5.3	1	682	4.3	1	600	3.
Construction	_	_	_				1	800	3.
					_		1	000	J.

 $^{^{1}}$ One-year agreements are agreements effective for 6-17 months; two-year agreements, for $^{18-29}$ months and three-year agreements, for $^{30-41}$ months.

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1986

	All Agr	reements	Agreement COLA C		Agreement COLA (ts without Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Industries						
Total	117	96,095	17	18,863	100	77,232
increase	-	-	-	-	-	-
ecrease	117	00 005	17	10 062	100	77 222
Under 2 0 persont	117	96,095 13,252	17 6	18,863 13,252	100	77,232
Under 2.0 percent	8	4,399	6	2,928	2	1,471
3.0 - 3.9 percent	19	16,344	2	1,803	17	14,541
4.0 - 4.9 percent	46	24,726	3	880	43	23,846
5.0 - 5.9 percent	31	29,092	-	-	31	29,092
6.0 - 6.9 percent	4	2,661	-	-	4	2,661
7.0 - 7.9 percent	1	371	-	-	1	371
8.0 percent and over	2	5,250	-	-	2	5,250
anufacturing					0.5	***
Total	40	19,845	14	6,968	26	12,877
increase	-	-	-	-	_	_
ecrease	40	19,845	14	6,968	26	12,877
Under 2.0 percent	4	2,957	4	2,957	_	_
2.0 - 2.9 percent	7	3,128	6	2,928	1	200
3.0 - 3.9 percent	7	4,121	1	203	6	3,918
4.0 - 4.9 percent	19	8,204	3	880	16	7,324
5.0 - 5.9 percent	2	435	-	-	2	435
6.0 - 6.9 percent	1	1,000	-	-	1	1,000
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	_	-	_	_
on-manufacturing, including construction						
Total	77	76,250	3	11,895	74	64,355
increase	'-	, , , , , ,	1			
	_	-	-	-	-	-
ecrease	-	-	-	-	-	-
	77	76,250	- 3	11,895	74	64,355
ecrease	2	10,295	3 2	11,895 10,295	-	64,355
under 2.0 percent	2	10,295	2 -	10,295	1	64,355
Under 2.0 percent	2 1 12	10,295 1,271 12,223			1 11	64,355 - 1,271 10,623
Under 2.0 percent	2 1 12 27	10,295 1,271 12,223 16,522	2 -	10,295	1 11 27	64,355 - 1,271 10,623 16,522
Under 2.0 percent	2 1 12 27 29	10,295 1,271 12,223 16,522 28,657	2 -	10,295	1 11 27 29	64,355 1,271 10,623 16,522 28,657
Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent	2 1 12 27 29 3	10,295 1,271 12,223 16,522	2 -	10,295	1 11 27	64,355 - 1,271 10,623 16,522 28,657 1,661 371
Under 2.0 percent	2 1 12 27 29 3 1	10,295 1,271 12,223 16,522 28,657 1,661	2 -	10,295	1 11 27 29 3	64,355 - 1,271 10,623 16,522 28,657 1,661
Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	2 1 12 27 29 3 1	10,295 1,271 12,223 16,522 28,657 1,661 371	2 -	10,295	1 11 27 29 3 1	64,355 - 1,271 10,623 16,522 28,657 1,661 371
Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over Under 2.0 percent 3.0 - 2.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over Un-manufacturing, excluding construction	2 1 12 27 29 3 1 2	10,295 1,271 12,223 16,522 28,657 1,661 371 5,250	2 - 1	1,600	1 11 27 29 3 1	64,355 1,271 10,623 16,522 28,657 1,661 371 5,250
Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over Unmanufacturing, excluding construction Total	2 1 12 27 29 3 1	10,295 1,271 12,223 16,522 28,657 1,661 371	2 -	10,295	1 11 27 29 3 1 2	64,355 - 1,271 10,623 16,522 28,657 1,661 371
Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over Under 2.0 percent br-manufacturing, excluding construction Total increase	2 1 12 27 29 3 1 2	10,295 1,271 12,223 16,522 28,657 1,661 371 5,250	2 1 3	10,295 1,600 - - - - 11,895	1 11 27 29 3 1 2	64,355 1,271 10,623 16,522 28,657 1,661 371 5,250 63,555
Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over Under 2.0 percent 2.0 - 2.9 percent 2.0 - 4.9 percent 3.0 - 5.9 percent 4.0 - 6.9 percent 4.0 - 6.9 percent 5.0 - 7.9 percent 7.0 - 7.9 percent 8.0 percent and over Under 2.0 percent 4.0 - 4.9 percent 4.0 - 4.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	2 1 12 27 29 3 1 2	10,295 1,271 12,223 16,522 28,657 1,661 371 5,250 74,450	2 - 1 3 3	10,295 1,600 - - - 11,895 11,895	1 11 27 29 3 1 2	64,355 1,271 10,623 16,522 28,657 1,661 371 5,250
Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over bn-manufacturing, excluding construction	2 1 12 27 29 3 1 2	10,295 1,271 12,223 16,522 28,657 1,661 371 5,250	2 1 3	10,295 1,600 - - - - 11,895	1 11 27 29 3 1 2	64,355 1,271 10,623 16,522 28,657 1,661 371 5,250 63,555

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1986

11130	Quarter 1	1000			
All Agi	reements				ts witho
Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ ees
11 27 29 3 1 2	12,223 16,522 28,657 1,661 371 5,250	1 - - - -	1,600	11 27 29 3 1 2	1,62 16,52 28,65 1,66 37 5,25
1 - 1	800 - - 800	- - -	- - -	1 -	80
1	800 - - -	- - - - -	-	1	80
-	-	-	_	-	
49 - 49 6 7 8 21 5 2	36,805 - 36,805 13,252 3,128 6,308 8,837 3,680 1,600	17 - - 17 6 6 2 3 - -	18,863 	32 - - 32 - 1 6 18 5 2 -	17,94 17,94 20 4,50 7,95 3,68 1,60
68 - 68 - 1 11 25 26 2	59,290 59,290 1,271 10,036 15,889 25,412 1,061	-	-	68 - - 68 - 1 11 25 26 2	59,29 59,29 1,27 10,03 15,88 25,41 1,06 37
	All Agreements Agreements 11 27 29 3 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	All Agreements Agree-ments Il 12,223 27 16,522 29 28,657 3 1,661 1 371 2 5,250 Il 800 1 800	All Agreements	Agreements	Agreements Agreements with COLA Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause Cola Clause C

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1985 - First Quarter 1986

Year and Type of Agreement	Agree- ments	Employ- ees	Percent Increase
rst Quarter 1985			
All agreements	19 8	130,562	4.0
reements with cost-of-living clause	35	36,356	2.7
reements without cost-of-living clause	163	94,206	4.5
private sector agreements	64	35,957	3.3
ivate sector agreements with cost-of-living clause	24	20,047	2.6
vate sector agreements without cost-of-living clause	37	15,910	4.1
public sector agreements	134	94,605	4.5
olic sector agreements with cost-of-living clause	8	16,309	2.7
olic sector agreements without cost-of-living clause	126	78,296	4.9
cond Quarter 1985	205	145,551	3.4
All agreements	34	35,763	1.1
reements with cost-of-living clause	171	109,788	4.1
reements without cost-of-living clause	95	60,450	1.9
private sector agreements	28	33,499	0.9
ivate sector agreements with cost-of-living clause	67	26,951	3.1
ivate sector agreements without cost-of-living clause	110	85,101	4.4
l public sector agreements	ł.	2,264	3.6
blic sector agreements with cost-of-living clause	6 104	82,837	4.5
blic sector agreements without cost-of-living clause	104	02,037	4.0
ird Quarter 1985 All agreements	120	113,518	4.4
reements with cost-of-living clause	12	28,320	3.1
reements without cost-of-living clause	108	85,198	4.9
1 private sector agreements	54	34,061	2.9
ivate sector agreements with cost-of-living clause	9	11,104	1.3
ivate sector agreements without cost-of-living clause	45	22,957	3.7
1 public sector agreements	66	79,457	5.1
blic sector agreements with cost-of-living clause	3	17,216	4.2
blic sector agreements without cost-of-living clause	63	62,241	5.3
urth Quarter 1985	193	140,081	4.8
All agreements	20	21,919	4.0
reements with cost-of-living clause	1	118,162	4.9
reements without cost-of-living clause	1	27,522	3.1
l private sector agreements	1	13,893	2.3
ivate sector agreements with cost-of-living clause	1	13,629	3.9
ivate sector agreements without cost-of-living clause		112,559	5.2
l public sector agreements of living clause	1	8,026	6.9
blic sector agreements with cost-of-living clause	142	104,533	5.0
blic sector agreements without cost-of-living clause	177	104,000	
rst Quarter 1986 All agreements	117	96,095	4.1
reements with cost-of-living clause		18,863	1.6
preements with cost-of-living clause	100	77,232	4.8
reements without cost-of-living clause	1	36,805	3.0
1 private sector agreements		18,863	1.6
rivate sector agreements with cost-of-living clause	32	17,942	4.5
rivate sector agreements without cost-of-living clause		59,290	4.8
1 public sector agreementsblic sector agreements with cost-of-living clause		-	-
IDIIC Sector agreements with cost-of-living clause	68	59,290	4.8
blic sector agreements without cost-of-living clause			

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1986

	Agreem	nents	Emplo	oyees
Type of Benefit	Number	Percent of Total	Number	Percent of Total
All Settlements	117	100.0	96,095	100.0
Settlements establishing or improving one or more benefits Paid holidays Paid vacations Other paid leaves Hospital and medical Dental Sickness and accident Long term disability Life insurance Pensions Other benefits	51 42 33 71 29	84.7 6.8 43.6 35.9 28.2 60.7 24.8 10.3 35.0 33.3 36.8	75,923 4,474 25,520 29,085 26,812 56,535 48,454 11,382 23,075 24,567 28,983	79.0 4.7 26.6 30.3 27.9 58.8 50.4 11.8 24.0 25.6 30.2
Settlements not changing any benefits	18	15.4	20,172	21.0

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1986

	Tot	cal	Private	Sector	Public	Sector
Duration of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	117	96,095	49	36,8 05	68	59,290
1-3 months	45	33,101	30	17,433	15	15,668
4-6 months	28	25,524	16	18,489	12	7,035
7-9 months	10	11,556	1	230	9	11,320
10-12 months	19	16,411	1	245	18	16,16
13 months and over	15	9,503	1	408	14	9,09

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1986

	Tot	al	Private	Sector	Public	Sector
State of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	117	96,095	49	36,805	68	59,290
rect bargaining	41	38,946	20	3,488	21	19,719
nciliation	10	7,668	5	1,615	5	6,053
st-conciliation bargaining	17	11,251	7	6,963	10	4,288
diation	22	17,026	12	5,750	10	11,276
st-mediation bargaining	3	1,335	-	-	3	1,335
bitration	10	6,547	-	-	10	6,547
rk Stoppage	4	3,005	4	3,005	-	-
her	10	10,317	-	-	9	10,072
						1

Table 10

Duration and Stages of Negotiations of Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, First Quarter 1986

Total 1-3 Months 4-6 Mole	Duratio	Duration of Negotiation	tiation					
Agree- Employ- Agree-	4-6 Months	7-9 Months	ths	10-12	10-12 Months	13 Mont	13 Months & Over	
117 96,095 45 33,101 28 41 38,946 26 21,457 6 10 7,668 4 1,212 3 17 11,251 5 4,763 4 22 17,026 5 1,489 9 3 1,335 - - 2 4 3,005 3 2,730 1	Employ- ees	Agree- En	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
41 38,946 26 21,457 6 10 7,668 4 1,212 3 17 11,251 5 4,763 4 22 17,026 5 1,489 9 3 1,335 -	8 25,524	10	11,556	19	16,411	15	9,503	
10 7,668 4 1,212 3 17 11,251 5 4,763 22 17,026 5 1,489 3 1,335 4 3,005 3 2,730	6 13,335		1,175	က	1,139	3	1,840	
22 17,026 5 1,489 3 1,335	3 1,632	ı	ı		2,040			
3 1,335	4 2,947	ı	1	1	1,083	7	2,458	
3 1,335 1,450 4 3,005 3 2,730	9 5,032	9	9,305	-	350	-	850	
10 6,547 2 1,450 4 3,005 3 2,730	2 685	1	ı		650	ı	1	
4 3,005 3 2,730	3 1,618	-	1,076	2	832	2	1,571	
710 01	1 275	1	I	ı	ı	1	1	
TO TO 31/	1	1	-	10	10,317	î	1	

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1986

TEA

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

December 1986

Hon, William Wrye Minister

Glenn R. Thompson Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1986. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations

at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto December, 1986



Wage Developments in Collective Bargaining Settlements in Ontario Second Quarter 1986

Settlements were negotiated during the second quarter of 1986 in 179 collective agreements covering 200 or more Ontario employees. A total of 238,648 employees were affected by these settlements, concentrated in construction, federal and provincial government, and education.

Wage Adjustments

The second quarter settlements provided increases on base wage rates averaging 4.3 percent annually over the term of the agreements, up from 4.1 percent for settlements in the first quarter. (See Chart 1 and Tables 1 and 6).

Of the 238,648 employees covered by settlements in the second quarter, 235,904 received first-year increases or increases under one-year agreements averaging 4.4 percent; 124,284 won second-year increases averaging 4.0; and 55,788 gained third-year increases averaging 2.8 percent. Settlements for 2,059 employees made no changes in wages over the term of the agreements; 1,720 employees had no wage changes in one or two years of the agreements, but received increases for other years averaging 4.9 percent a year; and 335 had a wage decrease averaging -3.3 percent a year over the term of the agreement.

The predominant increases provided in the second quarter settlement averaged 3.0-5.9 percent a year over the term of the agreements, and were received by 92 percent of the employees covered by 79 percent of the agreements. Three percent of the employees received increases averaging less than 3 percent a year under 15 agreements; and 4 percent of the employees received increases averaging more than 6 percent a year under 18 agreements. (See Table 5).

Manufacturing. The second quarter settlements covered 18,484 employees under 48 agreements in manufacturing industries. Wage increases in these settlements averaged 3.6 percent a year over the term of the agreements as in the first quarter, and 3.7 percent in the first year. Fifty-seven percent of the employees covered by 56 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreements; 27 percent received increases averaging less than 3 percent a year under 12 agreements; and 10 percent covered by 6 agreements won increases averaging more than 6 percent a year under 6 agreements. (See Tables 1, 5 and 6).

Non-manufacturing. Settlements in non-manufacturing industries excluding construction covered 139,308 employees under 103 agreements. They provided increases averaging 4.2 percent a year over the term of the agreements and 4.4 percent in the first year. Ninety-four percent of the employees covered by 87 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreement; about one percent received increases averaging less than 3 percent a year under two agreements; and 5 percent won increases averaging more than 6 percent a year under 9 agreements. (See Tables 1, 5 and 6).

Construction industry settlements covered 80,856 employees under 28 agreements. They provided increases averaging 4.5 percent a year over the term of the agreements and 4.6 percent in the first year. Seventy-seven percent of the employees covered by 9 agreements received increases averaging 4.0-4.9 percent a year over the term of the agreements; 12 percent received increases averaging less than 4 percent a year under 9 agreements; and the remaining 11 percent won increases averaging more than 5 percent a year under 10 agreements. (See Tables 1, 5 and 6).

Private sector. The second quarter settlements included 85 agreements covering 102,419 employees in private industry. These settlements provided

increases averaging 3.6 percent a year over the term of the agreements, up from 3.0 percent in the first quarter, and 4.4 percent in the first year. Eighty-eight percent of the employees covered by 64 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreement; 6 percent received increases averaging less than 3 percent a year under 15 agreements; and 4 percent won increases averaging more than 6 percent a year under 11 agreements.

Public Sector. Settlements in 94 agreements covered 136,229 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.2 percent a year over the term of the agreements, down from 4.8 percent in the first quarter, and 4.4 percent in the first year. Ninety-six percent of the employees covered by 93 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreements; and the remaining 4 percent received increases averaging more than 6 percent a year under 7 agreements. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were dropped or suspended for 1,220 employees covered by three of the second quarter settlements. Clauses were continued for 17,019 employees under 24 agreements, and were established or reinstated for 2,896 employees under 5 agreements. Of the 29 COLA settlements, 20 covering 7,363 employees were in agreements in manufacturing industries. Of the 9 clauses in non-manufacturing agreements, 6 were in public sector agreements covering 10,973 employees.

The COLA settlements provided increases averaging 3.2 percent a year over the term of the agreements, up from 1.6 percent in the first quarter. Sixty-nine percent of the employees covered by 11 agreements provided increases averaging 2.0-3.9 percent a year over the term of the agreements, 9 percent received less than 2 percent a year under 5 agreements; and 18 percent won increases averaging more than 4 percent a year under 11 agreements. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. The most common formulas will provide adjustments at the rate of 1 cent an hour for each 0.26-0.50 point rise in the 1971=100 CPI in 13 agreements covering 13,658 employees; at 1 cent an hour for each 0.25-0.50 point rise in the 1981=100 CPI in 5 agreements covering 1,518 employees; and at 1 percent of wages for each 1 percent rise in the 1981=100 CPI in 4 agreements covering 2,668 employees.

The formulas will be applied quarterly in 17 agreements covering 14,877 employees; semi-annually, in 2 agreements covering 574 employees; annually, in 2 agreements covering 780 employees; and once during the term of 8 agreements covering 3,676 employees.

Settlements in the 150 agreements without COLA clauses provided increases averaging 4.4 percent a year over the term of the agreements, down from 4.8 percent in the second quarter. Ninety-five percent of the 218,733 employees covered received increases under 85 percent of the agreements averaging 3.0-5.9 percent a year over the term of the agreements; 584 employees received increases of less than 3 percent a year under 2 agreements; and 9,281 gained increases averaging more than 6 percent a year under 17 agreements. (See Tables 1, 5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in second quarter settlements of 156 agreements covering 203,067 employees. Dental care,

paid vacations, pensions and life insurance were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved mostly updating of benefit fee schedules in dental care plans in 80 agreements covering 51,283 employees, and increased benefits in life insurance plans in 37 agreements covering 15,915 employees.

Pension plans were revised in 61 agreements covering 95,329 employees. The predominant changes involved increased benefits for normal retirement and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 79 agreements covering 160,383 employees, involved reductions in the years of service required for 4 and 5 weeks.

Negotiations

The second quarter settlements were reached in an average of 6 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 7 months in the first quarter of 1986. Thirty-five percent of the settlements covering 22 percent of the employees were concluded in 1-3 months, and 52 percent covering 62 percent of the employees were completed in 4-9 months. Negotiations lasted more than 9 months in 23 agreements covering 16 percent of the employees. (See Table 8).

Negotiations of the private sector settlements took an average of 4 months to complete, compared with an average of 7 months for the public sector settlements. Ninety-two percent of the private sector settlements covering 98 percent of the employees involved were reached in 6 months or less, compared with 70 of the public sector settlements covering 56 percent of the employees. Settlements took more than 6 months to achieve in 28 of the public agreements covering 44 percent of the employees, compared with 7 agreements covering 2,254 employees in the private sector.

Settlements were reached by the parties without outside assistance in 42 percent of the agreements covering 32 percent of the employees. Government assistance was needed in the negotiations of 54 percent of the agreements covering 66 percent of the employees, including 18 agreements covering 30,498 employees that involved work stoppages. Negotiations in the remaining 5 agreements covering 2,981 employees were resolved by arbitration.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees Second Quarter 1984 to Second Quarter 1986

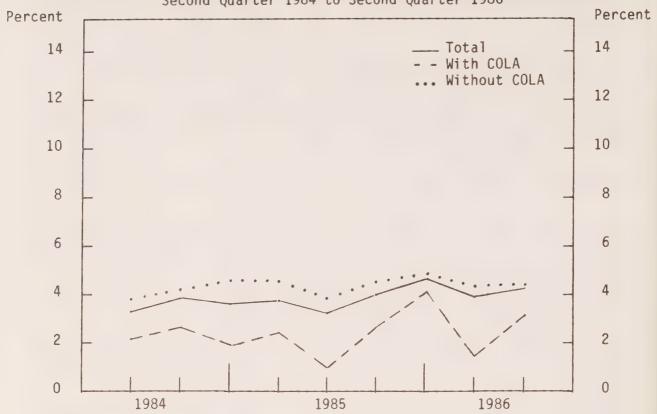


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees

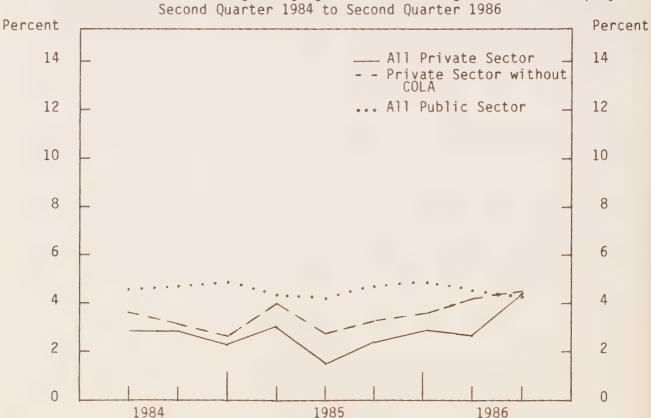


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Second Quarter 1986

	Al	1 Agreem	ents		reements COLA Cla			ements w COLA Cla	
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
lindustries, including enstruction	179	238,648	4.3	29	19,915	3.2	150	218,733	4.4
lindustries, excluding	151	157,792	4.1	29	19,915	3.2	122	127 077	4.2
Manufacturing	1	18,484	3.6	20	7,363	2.6	28	137,877	4.3
, Beverages	1	4,052	4.0	3	1,494	3.2		11,121	4.3
cco	1	710	5.5	_	1,434	3.2	3	2,558 710	4.5 5.5
er, Plastics	3	1,264	1.6	3	1,264	1.6		/10	5.5
her	1	270	4.1	_	-	-	1	270	4.1
riles	2	560	4.2	-	-	-	2	560	4.2
ting Mills	-	-	-	-	-	-	-	-	en.
phing	2	503	5.1	-	-	-	2	503	5.1
iture, Fixtures	3	948	6.3	-	-	-	-	- 040	-
ir	2	543	4.1	_			3 2	948 543	6.3 4.1
ting, Publishing		-	-	_	_		_	545	4.1
ary Metals	1	568	0.0	1	568	0.0	_	_	
icated Metals	7	1,965	3.8	2	600	2.5	5	1,365	4.4
inery	1	275	3.5	-	-	-	1	275	3.5
sportation Equipment	9	3,407	2.8	6	2,103	3.3	3	1,304	1.9
Metallic Minerals	5 3	1,653	3.3	3	888	2.7	2	765	3.9
pleum, Oil	3 _	766	4.1	2	446	3.4	1	320	4.9
icals	2	1,000	4.4	_		_	2	1 000	
ellaneous Mfg	-	-	_	-	_	_	-	1,000	4.4
Von-manufacturing, exclud-									
ing construction	103	139,308	4.2	9	12,552	3.5	94	126,756	4.3
stry	-	-	-	-	-	-	***	-	_
ng, Quarrying	1	365	0.3	1	365	0.3	-	-	-
sportation	3	1,150	3.1	1	450	2.8	2	700	3.3
lige	1	7 070	2.5	-		-	-	-	-
Minication	1	7,978	3.5	1	7,978	3.5	-	- 0.4.5	-
esale Trade	J	1,710	4.1	1	764	4.0	2	946	4.2
Trade	2	1,285	1.6			_	2	1,285	1.6
ice	-	-	_	_	_	Page 1	_	1,200	- 0
rance, Real Estate	2	1,976	5.0	-	_	_	2	1,976	5.0
ition, Related Services	44	35,956	4.3	3	2,585	3.8	41	33,371	4.4
h, Welfare Services	8	5,219	4.4	-	-	-	8	5,219	4.4
eational Services	-	-	-	-	-	-	-	-	-
ement Services	2	816	4.8	dis	-	-	2	816	4.8
nal Services	4	1,000	3.2	-	-	-	4	1,000	3.2
al Administration	17	49,841	3.6		-	-	17	10 0/11	2 6
ncial Administration	6	28,076	5.2				17	49,841 28,076	3.6 5.2
Administration	10	3,936	5.6	2	410	4.0	8	3,526	5.8
ruction	28	80,856	4.5	-		-	28	80,856	4.5

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1986

		2600	ona quarte	51, 1900					
	One-ye	ear Agree	ements ¹	Two-y	ear Agree	ements ¹	Three-	year Agre	eemer
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Perd
All industries, including construction	37	54,434	4.7	97	127,258	4.4	45	56,956	4
All industries, excluding construction	37	54,434	4.7	69	46,402	4.1	45	56,956	5
Manufacturing	3	919	4.8	24	9,927	4.1	21	7,638	
Food, Beverages	1	294	5.4	5	3,758	3.9	_	-	
Tobacco	_	-	-	1	710	5.5	-	-	
Rubber, Plastics	-	-	-	-	-	-	3	1,264]
Leather Textiles	_	_	-	1 2	270 560	4.1 4.2	-	-	-
Knitting Mills	_	-	-	_	500	4.4	_	_	
Clothing	-	-	***	2	503	5.1	-	-	-
Wood	-		-	-	- 440	-	_	-	
Furniture, Fixtures Paper	_	_	_	2	448 243	6.5 4.5	1	500 300	6
Printing, Publishing	_	_	_	_	243	-	_	300	-
Primary Metals	-	-	-	-	-	-	1	568	-
Fabricated Metals	1	225	4.0	4	1,140	4.5	2	600	2
Machinery Equipment	-	-	-	- 1	250	- 2.7	1 8	275 3,157	3
Electrical Products	1	400	4.7	3	1,025	2.5	1	228	4
Non-Metallic Minerals	-	-	-	1	320	4.9	2	446	3
Petroleum, Oil	***	-	-	-	-	-	_	-	-
Chemicals	-	-	-	1	700	3.5	1	300	6
			_		-	-	_		_
Non-manufacturing, excluding construction	34	53,515	4.7	45	36,475	4.1	24	49,318	3
Forestry Mining, Quarrying	-	-	-	Man	-	-	- 1	365	-
Transportation	_	_	_	2	700	3.3	1	450	2
Storage	von	_	-	-	-	-	_	-	-
Communication	1	7,978	3.5	-	~	-	-	-	**
Electric, Gas, Water	1	325	4.5	2	1,385	4.0	-	-	-
Retail Trade	_	_		2	1,285	1.6	_		_
Finance	-		-	_	-	-		_	_
Insurance, Real Estate	-	-	-	1	1,370	5.4	1	606	4
Education, Related Services Health, Welfare Services	20	12,491	4.6	22	22,707	4.2	2	758	4
Recreational Services	1 _	2,500	4.0	6	1,950	4.6	1	769	4
Management Services	-	_	-	1	465	4.1	1	350	5
Personal Services	1	253	3.6	2	501	1.7	1	246	6
Miscellaneous Services Federal Administration		-	-	-	4 477	- 2 5	1.0	45 264	-
Provincial Administration	6	28,076	5.2	3	4,477	3.5	14	45,364	3
Local Administration	4	1,892	6.1	4	1,634	5.4	2	410	4
Construction	-	-	_	28	80,856	4.5	-	-	-

 $^{^{1}}$ One-year agreements are agreements effective for 6-17 months; two-year agreements, for $^{18-29}$ month and three-year agreements, for $^{30-41}$ months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1986

	One-ye	ear Agree	ements ¹	Two-y	ear Agree	ements ¹	Three-	year Agre	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase		Employ- ees	Percent Increase
ndustries, including struction	3	10,072	3.5	7	3,201	3.0	19	6,642	2.6
ndustries, excluding struction	3	10,072	3.5	7	3,201	3.0	19	6,642	2.6
anufacturing	1	294	5.4	5	2,110	2.5	14	4,959	2.4
Beverages	1	294	5.4	2	1,200		_	_	_
00	-	_	-	460	-	_	-	-	-
r, Plastics	_	-	-	-	-	-	3	1,264	1.6
er	-	800	-	-	-	-	-	-	-
les	-		-	-	-	-	-	-	-
ing Mills	_	_	-	_	-	-	-	-	-
•••••••	_	_			_	_	_	_	_
ture, Fixtures	_	_	_	_	_	_	_	_	_
• • • • • • • • • • • • • • • • • • • •	-	-	-	-	-	-	_		_
ing, Publishing	-	-	-	-	-	-	-	_	-
ry Metals	-	-	-	-	-	-	1	568	-
cated Metals	-	-	-	-	-	-	2	600	2.5
nery	-	_		1	250	- 2 7	-	1 052	- A
portation Equipment	_	_	-	2	250 660	2.7	5	1,853	3.4 4.0
etallic Minerals	_	_	_	_	000	۷.۷	2	446	3.4
leum, Oil	_	_	_		_	_	_	440	J.+
cals	_	-	-	_	-	-	-	_	_
llaneous Mfg	-	-	-	-	-	-	-	-	-
on-manufacturing, excluding construction	2	9,778	3"5	2	1,091	4.1	5	1,683	3.1
try	_	3,770	3=3	2	1,091	4"1	3	1,000	2≡1
g, Quarrying	_	_	_	_	_	-	1	365	0.3
portation	_	_	_	_	_	_	1	450	2.8
ge	-	***	-	_	_	_	_	-	_
nication	1	7,978	3.5	-	-	-	_	_	-
ric, Gas, Water		-	-	1	764	4.0	-	-	-
sale Trade	-	-	-	-	-	-	-	-	***
Trade	-	-	-	~	-	-	-	-	-
ance, Real Estate	-	-	-	-	-	-	-	-	_
tion, Related Services	1	1,800	3.5	1	327	4.2	1	458	4.9
n, Welfare Services	_	-,000	_	_	327	- 4 - 4	_	430	+ • 3
ational Services	-	_	_	-	_	_	_	_	_
ement Services	-	_	-	-	_	-	-	-	_
nal Services	-	-	-	-	-	-	-		-
llaneous Services	-	-	-	-	-	-	-	-	-
al Administration	-	-	-		-	-	-	-	-
ncial Administration	-	-	-	-	-	-	2	410	1 0
Administration	-	-	-	-	-	-	2	410	4.0
ruction	-	-	-	-	-	-	-	-	-

year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; hree-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1986

by Indus	try and	Duration	of Agree	ement,	Second Qu	uarter 198	36		
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-	year Agr	eeme
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- . ees	Percent Increase	Agree- ments	Employ- ees	Per
All industries, including construction	34	44,362	5.0	90	124,057	4.4	26	50,314	
All industries, excluding construction	34	44,362	5.0	62	43,201	4.2	26	50,314	
Manufacturing	2	625	4.5	19	7,817	4.6	7	2,679	
Food, Beverages	-	-	-	3	2,558		-	-	
Tobacco	-	-	-	1	710	5.5	-	-	
Rubber, Plastics		_	-	1	270	4.1	_	_	
Textiles	_	_	_	2	560		_	_	
Knitting Mills	-	-	-	-	6349	-	_	-	
Clothing	-	-	-	2	503	5.1	-	-	
Wood	_	-	~	2	448	6.5	1	500	
Paper	_	_	_	1	243	4.5	1	300	
Printing, Publishing	_	-	-	_	-	-	_	-	
Primary Metals	-	-	-	-	-	-	-	-	
Fabricated Metals	1	225	4.0	4	1,140	4.5	-	075	
Machinery Equipment	_	-	_	-	-	~	1 3	275 1,304	
Electrical Products	1	400	4.7	1	365	3.0	_	1,304	
Non-Metallic Minerals	-	000	-	1	320	4.9	-	_	
Petroleum, Oil	-	-	-	-	-	-	-	-	
Chemicals	-	-	-	1	700	3.5	1	300	
Miscellaneous Mfg	-	-	-	-	-	-	-	-	
Non-manufacturing, excluding construction	32	43,737	5.0	43	35,384	4.1	19	47,635	
Forestry		-		-	-	-	-	-	
Mining, Quarrying Transportation		_	-	2	700	3.3	-	-	
Storage		_	***	_	700	-	_	_	
Communication		-	-	-	_	-	-	-	
Electric, Gas, Water	1	325	4.5	1	621	4.0	-	-	
Wholesale Trade	-	-	-	2	1 205	1 6	-	-	
Finance	_	-	_	_	1,285	1.6	_	_	
Insurance, Real Estate	-	_	-	1	1,370	5.4	1	606	
Education, Related Services	19	10,691	4.8	21	22,380	4.2	1	300	1
Health, Welfare Services	1	2,500	4.0	6	1,950	4.6	1	769	
Recreational Services Management Services	-	-	-	1	- 466	4.1	- 1	350	
Personal Services	1	253	3.6	2	501	1.7	1	246	
Miscellaneous Services	_	-	m	-	-	-	_		
Federal Administration	-	-	-	3	4,477	3.5	14	45,364	
Provincial Administration Local Administration	6	28,076	5.2	-	1 624	-	-	-	
	4	1,892	6.1	4	1,634	5.4	-	_	
Construction	-	-	-	28	80,856	4.5	-	-	

¹⁰ne-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,

Second Quarter 1986

	All Ag	reements	Agreemer COLA C			ts without Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
l Industries						
Total	179	238,648	29	19,915	150	218,733
increase	4	2,059	2	808	2	1,251
crease	1 174	335	- 07	-	1	335
Under 2.0 percent	174	236,254 2,139	27 5	19,107	147	217,147
2.0 - 2.9 percent	9	3,939	8	1,755 3,739	1 1	384
3.0 - 3.9 percent	39	75,392	3	9,978	36	65,414
4.0 - 4.9 percent	64	110,244	8	2,783	56	107,461
5.0 - 5.9 percent	38	34,929	2	522	36	34,407
6.0 - 6.9 percent	14	8,001	1	330	13	7,671
7.0 - 7.9 percent	2 2	560	-	-	2	560
	2	1,000	-	-	2	1,050
nufacturing	40	10 404	20	7 262	00	11 101
Totalincrease	48 2	18,484 808	20 2	7,363 808	28	11,121
crease	1	335	_	000	1	335
crease	45	17,341	18	6,555	27	10,786
Under 2.0 percent	5	1,774	4	1,390	1	384
2.0 - 2.9 percent	7	3,289	7	3,289	***	_
3.0 - 3.9 percent	8	2,740	1	200	7	2,540
4.0 - 4.9 percent	11 8	4,805	3 2	824 522	8 6	3,981
6.0 - 6.9 percent	6	1,803	1	330	5	2,408 1,473
7.0 - 7.9 percent	_	-	-	_	-	1,475
8.0 percent and over	-	-	-	-	400	_
n-manufacturing, including						
Total	131	220,164	9	12,552	122	207,612
increase	2	1,251	-	-	2	1,251
rease	-	-	-	-	-	-
rease	129	218,913	9	12,552	120	206,361
Under 2.0 percent	1 2	365 650	1	365 450	1	200
3.0 - 3.9 percent	31	72,652	2	9,778	29	62,874
4.0 - 4.9 percent	53	105,439	5	1,959	48	103,480
5.0 - 5.9 percent	30	31,999	_	-	30	31,999
6.0 - 6.9 percent	8	6,198	-	-	8	6,198
7.0 - 7.9 percent	2	560	-	-	2	560
8.0 percent and over	2	1,050	-	-	2	1,050
n-manufacturing, excluding construction						
Total	103	139,308	9	12,552	94	126,756
increase	2	1,251	-	-	2	1,251
rease	101	138,057	9	12 552	92	125 505
	101	365	1	12,552	92	125,505
Under 2.0 percent						

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Second Quarter 1986

	Second	Quarter 1	2 300			
	All Ag	reements	Agreement COLA C		Agreemen COLA	ts witho
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ ees
Non-manufacturing, excluding construction (cont'd) 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	23 44 23 6 2	63,152 43,333 24,474 5,123 560 600	2 5 - - -	9,778 1,959 - - -	21 39 23 6 2	53,37 41,37 24,47 5,12 56 60
Construction Total	28 - 28 - 1 8 9 7 2	80,856 	-	-	28 - 28 - 1 8 9 7 2	80,85 80,85 20 9,50 62,10 7,52 1,07
Private sector Total No increase Decrease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	85 4 1 80 6 9 16 21 17 9	102,419 2,059 335 100,025 2,139 3,939 12,015 67,056 11,017 3,124 285 450	23 2 - 21 5 8 1 4 2 1	8,942 808 - 8,134 1,755 3,739 200 1,588 522 330	62 2 1 59 1 1 15 17 15 8 1	93,47 1,25 33 91,89 38 20 11,81 65,46 10,49 2,79 28 45
Public sector Total	94 - 94 - 23 43 21 5	136,229 - 136,229 - 63,377 43,188 23,912 4,877 275	6 - - 6 - 2 4 -	10,973 - 10,973 - 9,778 1,195	88 - - 88 - - 21 39 21 5	125,25 125,25 53,59 41,99 23,91 4,87 27

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,

Second Quarter 1985 - Second Quarter 1986

Year and Type of Agreement	Agree- ments	Employ- ees	Percent Increase
econd Quarter 1985			
All agreements	005	145 554	
reements with cost-of-living clause	205	145,551	3.4
reements without cost-of-living clause	34 171	35,763	1.1
1 private sector agreements	95	109,788	4.1
ivate sector agreements with cost-of-living clause	28	60,450 33,499	1.9
ivate sector agreements without cost-of-living clause	67	26,951	0.9
1 public sector agreements	110	85,101	3.1 4.4
blic sector agreements with cost-of-living clause	6	2,264	3.6
blic sector agreements without cost-of-living clause	104	82,837	4.5
ird Quarter 1985	104	02,007	4.5
	4.00		
All agreementsreements with cost-of-living clause	120	113,518	4.4
reements without cost-of-living clause	12	28,320	3.1
1 private sector agreements	108	85,198	4.9
ivate sector agreements with cost-of-living clause	54	34,061	2.9
ivate sector agreements with cost-of-living clause	9	11,104	1.3
1 public sector agreements	45	22,957	3.7
blic sector agreements with cost-of-living clause	66	79,457	5.1
blic sector agreements without cost-of-living clause	3	17,216	4.2
	63	62,241	5.3
urth Quarter 1985			
All agreements	193	140,081	4.8
reements with cost-of-living clause	20	21,919	4.0
reements without cost-of-living clause	173	118,162	4.9
1 private sector agreements	45	27,522	3.1
ivate sector agreements with cost-of-living clause	14	13,893	2.3
<pre>ivate sector agreements without cost-of-living clause</pre>	31	13,629	3.9
<pre>public sector agreementsblic sector agreements with cost-of-living clause</pre>	148	112,559	5.2
blic sector agreements with cost-of-living clause	6	8,026	6.9
	142	104,533	5.0
rst Quarter 1986			
All agreements	117	96,095	4.1
reements with cost-of-living clause	17	18,863	1.6
reements without cost-of-living clause	100	77,232	4.8
private sector agreements	49	36,805	3.0
ivate sector agreements with cost-of-living clause	17	18,863	1.6
ivate sector agreements without cost-of-living clause	32	17,942	4.5
l public sector agreements	68	59,290	4.8
plic sector agreements with cost-of-living clause	-	-	-
	68	59,290	4.8
cond Quarter 1986	170	020 540	
All agreements	179	238,648	4.3
reements with cost-of-living clause	29	19,915	3.2
reements without cost-of-living clause	150	218,733	4.4
ivate sector agreements with cost-of-living clause	85	102,419	4.3
ivate sector agreements with cost-of-living clause	23 62	8,942	2.6
public sector agreements	94	93,477	4.4
Plic sector agreements with cost-of-living clause	6	136,229	4.2
olic sector agreements with cost-of-living clause	88	10,973	3.6 4.3
agreements wronous cost of the ring clause	00	123,230	4.3
			The same of the sa

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1986

	Agreer	ments	Empl	oyees
Type of Benefit	Number	Percent of Total	Number	Percent of Tota
All Settlements	179	100.0	238,648	100.0
Settlements establishing or improving one or more benefits	156 37 79 43 20 80 25 21 37 61 69	87.2 20.7 44.1 24.0 11.2 44.7 14.0 11.7 20.7 34.1 38.5	203,067 84,744 160,383 20,835 12,688 51,283 8,871 13,118 15,915 95,329 98,040	85.1 35.5 67.2 8.7 5.3 21.5 3.7 5.5 6.7 39.9 41.1
Settlements not changing any benefits	23	12.8	35,581	14.9

type of benefit.

Note: Figures are non-additive. A settlement may establish or change more than one

Table 8

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1986

	To:	tal	Private	Sector	Public	Sector
Duration of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ ees
Total	179	238,648	85	102,419	94	136,229
1-3 months	63	52,455	39	30,584	24	21,871
4-6 months	81	123,456	39	69,581	42	53,875
7-9 months	12	24,554	5	1,757	7	22,797
10-12 months	2	630	-	-	2	630
13 months and over	21	37,553	2	497	19	37,056

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1986

		Tot	tal	Private	Sector	Public	Sector
	State of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
To	tal	179	238,648	85	102,419	94	136,229
re	ect bargaining	76	77,062	22	9,945	54	67,117
nc	iliation	23	41,268	8	6,874	15	34,394
st	-conciliation bargaining	17	23,733	12	18,049	5	5,684
di	ation	33	52,227	25	41,785	8	10,442
st	-mediation bargaining	4	9,080	3	1,480	1	7,600
·b i	tration	5	2,981	-	-	5	2,981
irk	Stoppage	18	30,498	15	24,286	3	6,212
ne	r	3	1,799	-	-	3	1,799

Table 10

Duration and Stages of Negotiations of Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Second Quarter 1986

						Durati	on of N	Duration of Negotiation				
	<u> </u>	Total	1-3	1-3 Months	4-6	Months	7-9	Months	10-12	Months	13 Months	ths & Over
Stage of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total		179 238,648	63	52,455		81 123,456 12	12	24,554	2	630 21	21	37,553
Direct bargaining		77,062	38	20,859		43,269				!	11	12,704
Conciliation	23	41,268	5	6,687	16	11,323	← 1	205	ı	ı		20,053
Post-conciliation bargaining	17	23,733	7	14,979	∞	7,901	ı	ı	ı	1	2	853
Mediation	33	52,227	10	3,185	17	38,888	9	10,154	ı	1	ı	1
Post-mediation bar- gaining	4	080,6	ı	1	2	1,268	Н	7,600	ı	1	-	212
Arbitration	5	2,981	1	ı	1	ı	ı	1	-	400	4	2,581
Work stoppage	18	30,498	က	3,745	12	20,807	Ж	5,946	1	1	1	1
Other	3	1,799	ı	1	1	1	1	649	ı	t	2	1,150
									-			

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1986

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

February 1986

Hon. William Wrye Minister Glenn R. Thompson Deputy Minister



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1986. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations

at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto February, 1986



Wage Developments in Collective Bargaining Settlements in Ontario Third Quarter 1986

During the third quarter of 1986, settlements were negotiated in 87 collective agreements covering 200 or more Ontario employees. A total of 100,571 employees were affected by these settlements, concentrated in retail trade, federal and provincial government, and construction.

Wage Adjustments

The third quarter settlements provided increases on base wage rates averaging 4.6 percent annually over the term of the agreements, up from 4.3 percent for settlements in the second quarter. (See Chart 1 and Tables 1 and 6).

Of the 100,571 employees covered by settlements in the third quarter, 85,932 received first-year increases or increases under one-year agreements averaging 4.4 percent; 77,369 won second-year increases averaging 4.7 percent; and 25,234 gained third-year increases averaging 3.1 percent. Settlements for 453 employees made no changes in wages over the term of the agreements; 14,186 employees had no change in the first year of the agreements, but received increases for the second year averaging 5.9 percent a year.

The predominant increases provided in the third quarter settlement averaged 3.0-5.9 percent a year over the term of the agreements, and were received by 50 percent of the employees covered by 70 percent of the agreements. Seventeen percent of the employees received increases averaging less than 3 percent a year under 12 agreements; and 32 percent of the employees received increases averaging more than 6 percent a year under 12 agreements. (See Table 5).

Manufacturing. The third quarter settlements covered 12,256 employees under 24 agreements in manufacturing industries. Wage increases in these settlements averaged 3.5 percent a year over the term of the agreements and 3.9 percent in the first year, compared to 3.6 percent and 3.7 percent respectively in the second quarter of 1986. Forty-six percent of the employees covered by 42 percent of the agreements received increases of less than 3 percent a year over the term of the agreements; 38 percent received increases averaging 3.0-5.9 percent a year under 11 agreements; and 14 percent covered by 2 agreements won increases averaging 6.0-7.9 percent a year. (See Tables 1, 5 and 6).

Non-manufacturing. Settlements in non-manufacturing industries excluding construction covered 78,088 employees under 50 agreements. They provided increases averaging 4.7 percent a year over the term of the agreements and 4.3 percent in the first year. Forty-nine percent of the employees covered by 82 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreement; 15 percent received increases of less than 3 percent a year under 2 agreements; and 36 percent won increases averaging more than 6 percent a year under 6 agreements. (See Tables 1, 5 and 6).

Construction industry settlements covered 10,227 employees under 13 agreements. They provided increases averaging 4.9 percent a year over the term of the agreements and 5.4 percent in the first year. Seventy-one percent of the employees covered by 5 agreements received increases averaging 3.0-4.9 percent a year over the term of the agreements; and the remaining 29 percent won increases averaging 5.0-7.9 percent a year under 5 agreements. (See Tables 1, 5 and 6).

Private sector. The second quarter settlements included 49 agreements covering 50,416 employees in private industry. These settlements provided increases averaging 4.1 percent a year over the term of the agreements, down from 4.3 percent in the second quarter, and 4.8 percent in the first year. Sixtyeight percent of the employees covered by 57 percent of the agreements received

increases averaging 2.0-4.9 percent a year over the term of the agreement; 5 percent received increases of less than 2 percent a year under 6 agreements; and 26 percent won increases averaging more than 5.0-7.9 percent a year under 6 agreements.

Public Sector. Settlements in 38 agreements covered 50,155 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 5.1 percent a year over the term of the agreements, up from 4.2 percent in the second quarter of 1986, and 5.4 percent in the first year. Fifty-seven percent of the employees covered by 87 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreements, and the remaining 43 percent received increases averaging more than 6 percent a year under 5 agreements. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were continued for 10,980 employees under 17 agreements, with 13 of the agreements covering 8,377 employees in manufacturing industries and 4 covering the remaining employees in non-manufacturing industries.

The COLA settlements provided increases averaging 2.8 percent a year over the term of the agreements, down from 3.2 percent in the second quarter. Sixteen of the 17 agreements provided increases of less than 3.9 percent a year over the term of the agreements. Private sector agreements with COLA provided increases averaging 2.7 percent per year, and increases in the 2 public sector agreements with COLA averaged 3.5 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. The most common formulas will provide adjustments at the rate of 1 cent an hour for each 0.26-0.35 point rise in the 1971=100 CPI in 10 agreements covering 6,258 employees; and at 1 percent of wages for each 1 percent rise in the CPI in 3 agreements covering 1,840 employees.

The formulas will be applied quarterly in 12 agreements covering 7,946 employees; semi-annually, annually or monthly in 3 agreements covering 2,384 employees; and once during the term of 2 agreements covering 650 employees.

Settlements in the 70 agreements without COLA clauses provided increases averaging 4.8 percent a year over the term of the agreements, up from 4.4 percent in the second quarter. Fifty-two percent of the 89,591 employees covered received increases under 80 percent of the agreements averaging 3.0-5.9 percent a year over the term of the agreements; 11,623 employees received increases of less than 3 percent a year under 2 agreements; and more than one-third (36 percent) gained increases averaging more than 6 percent a year under 10 agreements. (See Tables 1, 5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in third quarter settlements of 79 agreements covering 77,425 employees. Hospital and medical care, paid vacations, dental care and pensions were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in hospital and medical insurance in 48 agreements covering 39,608 employees, and mostly updating of benefit fee schedules in dental care plans in 37 agreements covering 32,929 employees.

Pension plans were revised in 34 agreements covering 38,912 employees. The predominant changes involved increased benefits for normal retirement and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 39 agreements covering 35,017 employees, involved reductions in the years of service required for 4 and 5 weeks.

Negotiations

The third quarter settlements were reached in an average of 5 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 6 months in the second quarter of 1986. Thirty-five percent of the settlements covering 22 percent of the employees were concluded in 1-3 months, and 45 percent covering 52 percent of the employees were completed in 4-6 months. Negotiations lasted more than 6 months in 35 agreements covering 26 percent of the employees. (See Table 8).

Negotiations of the private sector settlements took an average of 7 months to complete, compared with an average of 6 months for the public sector settlements. Eighty-eight percent of the private sector settlements covering 88 percent of the employees involved were reached in 6 months or less, compared with 71 percent of the public sector settlements covering 54 percent of the employees. Settlements took more than 6 months to achieve in 11 of the public sector agreements covering 46 percent of the employees, compared with 6 agreements covering 6,279 employees in the private sector.

Settlements were reached by the parties without outside assistance in 39 percent of the agreements covering 43 percent of the employees. Government assistance was needed in the remaining negotiations, including 13 agreements covering 9,794 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees Third Quarter 1984 to Third Quarter 1986

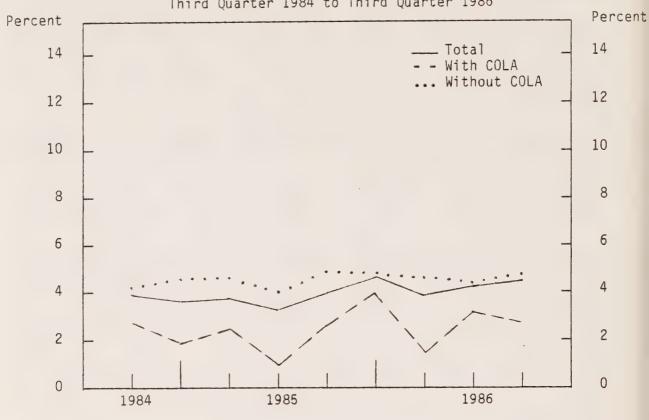


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees Third Quarter 1984 to Third Quarter 1986

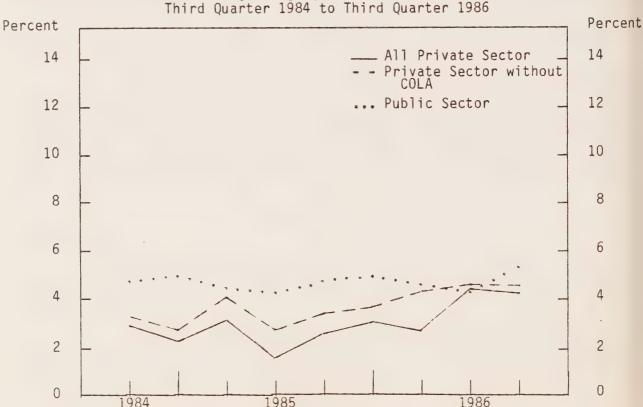


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Third Quarter 1986

				,					
	A1	1 Agreem	ents		reements COLA Cla			ithout use	
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
industries, including onstruction	87	100,571	4.6	17	10,980	2.8	70	89,591	4.8
industries, excluding onstruction	74	90,344	4.6	17	10,980	2.8	57	79,364	4.8
Manufacturing	24	12,256	1	13	8,377	2.6	11	3,879	5.2
d, Beverages	1	270	4.7	-	-	-	1	270	4.7
acco per, Plastics	2	1 004	-	_	1 004	-	-	-	-
ther	1	1,884	1.9 4.0	2	1,884	1.9	1	235	4.0
tiles	1	395	5.2	-	-	-	1	395	5.2
tting Millsthing	1 2	311	3.9	-	1 000	-	1	311	3.9
1	_	1,600	5.5	1 -	1,200	6.0	1	400	4.1
niture, Fixtures	1	217	5.5	-	-	-	1	217	5.5
er nting, Publishing	1	231	4.7	-	-	-	- 1	- 021	
mary Metals	1	260	1.1	1	260	1.1	_	231	4.7
ricated Metals	3	1,982	2.7	3	1,982	2.7	-	-	-
ninery nsportation Equipment	8	3,514	3.1	5	2,494	- 1.8	3	1,020	6.1
strical Products	1	557	2.2	1	557	2.2	- -	1,020	0.1
-Metallic Minerals	-	-	-	-	-	-	-	-	***
roleum, Oil	-	-	-	-	-	-	-	***	-
cellaneous Mfg	1	800	5.7	_	-	-	1	800	5.7
Non-manufacturing, exclud-									
ing construction	50	78,088	4.7	4	2,603	3.4	46	75,485	4.8
estrying, Quarrying	2	1,190	3.8	1	600	3.1	1	590	4.5
sportation	-	-	-	-	-	-	-	530	-
age	-		-	-	1 760	-	-	-	est.
nunication::::::::::::::::::::::::::::::::	3	2,039	3.6	2	1,769	3.5	1	270	3.9
esale Trade	1	360	4.7	-	-	-	1	360	4.7
uil Trade	4	20,625	4.1	-	-		4	20,625	4.1
<pre>ince irance, Real Estate</pre>	1 1	229 350	0.0 3.6	-	-	-	1 1	229 350	0.0 3.6
ation, Related Services	17	8,358	4.6	1	234	3.5	16	8,124	4.7
th, Welfare Services	1	235	3.0	-	-	-	1	235	3.0
eational Services	2 2	540 5,000	5.2 4.3	_	_	-	2 2	540 5,000	5.2 4.3
onal Services	1	240	3.2	-	-	-	1	240	3.2
ellaneous Services	10	17 660	-	-	-	-	-	-	
ral Administration	10 2	17,663 20,310	3.8 6.5	-	-	-	10 2	17,663 20,310	3.8 6.5
Administration	3	949	5.2	-	-	-	3	949	5.2
struction	13	10,227	4.9	-	_	40	13	10,227	4.9

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement Third Quarter 1986

	Third Quarter 1986											
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-	year Agre	en			
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase		Employ- ees	Pe Ir			
All industries, including construction	15	22,478	5.6	47	52,859	4.8	25	25,234				
All industries, excluding construction	15	22,478	5.6	34	42,632	4.7	25	25,234				
Manufacturing	-	-		9	3,388		15	8,868				
Food, Beverages	-	-	-	1	270	4.7	-	-				
Tobacco	-	-	-	-	-	-	-	-				
Rubber, Plastics Leather	_	-	-	- 1	235	4.0	2	1,884				
Textiles		_	_	1	395	5.2	_	_				
Knitting Mills	-	-	-	. 1	311	3.9	-	-				
Clothing	-	-	-	1	400	4.1	1	1,200				
Wood	***	_	-	1	217	- 5.5	-	-				
Paper	-	_	-	-	<u>-</u>	5.5	_	_				
Printing, Publishing	-	-	-	-	-	-	1	231				
Primary Metals	-	-	-	1	260	1.1	-	-				
Fabricated Metals	-		-	-	-	-	3	1,982				
Transportation Equipment	-	_	_	1	500	7.0	7	3,014				
Electrical Products	-	-	-	_	-	-	1	557				
Non-Metallic Minerals	-	-	-	-	-	-	-	-				
Petroleum, Oil	-	-	-	-	-	-	-	-				
Miscellaneous Mfg	_	-	-	1	800	5.7	-	-				
Non-manufacturing, exclud- ing construction	15	22,478	5.6	25	39,244	4.7	10	16,366				
Forestry	-	-	-	-	-	-	-	-				
Mining, Quarrying Transportation	-	-	- '	2	1,190	3.8	-	-				
Storage	-	_	-	-	_	_	_	_				
Communication	1	1,353	3.5	2	686	3.8	-	-				
Electric, Gas, Water	-	-	-	-	-	-	-	-				
Wholesale Trade	_	-	-	1 4	360	4.7 4.1	-	-				
Finance	1	229	0.0	-	20,023	4.1	_	-				
Insurance, Real Estate	-	-	-	1	350	3.6	-	-				
Education, Related Services	10	5,077	4.6	6	3,047	4.8	1	234				
Health, Welfare Services Recreational Services	_	_	-	1	235	3.0	- 2	540				
Management Services	_	_	_	1	4,500	4.4	2	500				
Personal Services	1	240	3.2	-	-	-	_	-				
Miscellaneous Services Federal Administration	-	-	-	-	-	-	-	-				
Provincial Administration	1	15,137	6.2	4	2,571 5,173	5.4 7.5	6	15,092				
Local Administration	1	442	5.8	2	507	4.7	-	_				
Construction	-	-	-	13	10,227	4.9	-	-				
1												

¹⁰ne-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 mo and three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Third Quarter 1986

·				,					
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-	year Agre	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
industries, including mstruction	1	1,353	3.5	3	1,276	2.9	13	8,351	2.7
industries, excluding unstruction	1	1,353	3.5	3	1,276	2.9	13	8,351	2.7
Manufacturing	-	-	-	1	260	1.1	12	8,117	2.7
I, Beverages	-	-	-	-	-	-	-	-	cos
ICCO	-	-	-	-		-	-	1 004	1 0
per, Plastics		_	-	_	gan.	-	2	1,884	1.9
liles	_	_	-	_	_	-	_	_	_
ting Mills	-	-	-	-	-	-	-	-	-
ching	-	-	-	-	-	-	1	1,200	6.0
vituno Fivtunos	-	-	-	-	800	-	-	400	400
iture, Fixtures		_	_	-	-	-	-	-	
nting, Publishing	_	-	_	_	_	_	_	_	ess.
nary Metals	-	-	-	1	260	1.1	-		402
ricated Metals	-	-	-	-	-	-	3	1,982	2.7
ninery	-	-	-	-	-	-	-	0 404	900
sportation Equipment	_		-	_	-	-	5	2,494 557	1.8
-Metallic Minerals	_		_	_	_	-	-	337	L & L.
roleum, Oil	-	-	-	-	-	-	-	-	_
nicals	-	-	-	-	-	-	-	-	wito
cellaneous Mfg	-	-	-	-	~	-	-	-	web
Non-manufacturing, excluding construction	1	1,353	3.5	2	1,016	3.3	1	234	3.5
estry	-	-	-	1	-	2 1	-	-	-
ng, Quarryinglsportation	-		_	1	600	3.1	-	_	= 0
rage	_	_	_	_	_	_	_	_	***
nunication	1	1,353	3.5	1	416	3.8	-	-	-
tric, Gas, Water	-	-	-	-	-	-	-	-	
esale Trade	-	-	-	-	-	-	-	-	est
ince	_	_		-		-	-	_	-
rance, Real Estate	-	_	_	_	_	-	_	_	_
ation, Related Services	-	-	-	-	-	-	1	234	3.5
th, Welfare Services	-	-	-	-	-	-	-	-	-
reational Services	-	-	-	-	-	-	-	-	-
gement Services	_	_	_		-	_	-	-	-
:ellaneous Services	-	_	-	_		-	-		_
ral Administration	-	40	-	-	-	-	-	-	-
incial Administration	-	-	-	-	-	-	-	-	-
11 Administration	-	-	-	-	-	-	-	-	-
itruction	-	ava ,	-	-	-		-	-	-
itruction	-	-	-	-	-		-	-	-

-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargainin Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Third Quarter 1986

	by Industry and burderon or Agreement, initial quarter 1900											
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-y	vear Agree				
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- Pe ees In				
All industries, including construction	14	21,125	5.7	44	51,583	4.8	12	16,883				
All industries, excluding construction	14	21,125	5.7	31	41,356	4.8	12	16,883				
Manufacturing	-	-	-	8	3,128	5.2	3	751				
Food, Beverages	-	-	-	1	270	4.7	-	-				
Tobacco	-	-	-	-	-	-	-	-				
Leather	_	-	-	1	235	4.0	_	_				
Textiles	-	-	-	1	395	5.2	-	-				
Knitting Mills	-	-	-	1	311 400	3.9 4.1	-	-				
Clothing	-	_		_	400	4.1	_	-				
Furniture, Fixtures	-	-	-	1	217	5.5	-	-				
Paper Printing, Publishing	-	-	-		-	-	1	231				
Primary Metals	_	_	-	_	-	_	-	231				
Fabricated Metals	-	-	-	-	-	-	-	-				
Machinery	-	-	-	1	500	-	- 2	-				
Transportation Equipment Electrical Products	_	_	_	1	500	7.0 -	2	520				
Non-Metallic Minerals	-	-		-	-	-	-	-				
Petroleum, Oil	-	-	-	-	-	-	-	-				
Chemicals	_	_	_	1	800	- 5.7	-					
Non-manufacturing, exclud-				-	000	3.7						
ing construction	14	21,125	5.7	23	38,228	4.8	9	16,132				
Forestry	-	-	-	-	-	-	-	-				
Mining, Quarrying Transportation	-	-	-	1	590′	4.5	-	-				
Storage	_	_	-	_	-	_	_	-				
Communication	-	-	-	1	270	3.9	-	-				
Electric, Gas, Water	-	-	-	1	360	4.7	-	-				
Retail Trade	_	-	_	4	20,625	4.1	_	-				
Finance	1	229	0.0	-	-	-	-	-				
Insurance, Real Estate Education, Related Services	10	5,077	4.6	1 6	350 3,047	3.6 4.8	-	-				
Health, Welfare Services	-	5,077	4.0 -	1	235	3.0	-					
Recreational Services	-	-	-		-	-	2	540				
Management Services Personal Services	1	240	2 2	1	4,500	4.4	1	500				
Miscellaneous Services	-	240	3.2	_	_	_	-					
Federal Administration	-	-	-	4	2,571	5.4	6	15,092				
Provincial Administration Local Administration	1	15,137	6.2	1	5,173	7.5	-	-				
	1	442	5.8	2	507	4.7-	-	-				
Construction	-	-	•	13	10,227	4.9	-	-				

 $^{^{10}}$ ne-year agreements are agreements effective for 6-17 months; two-year agreements, for $^{18-29}$ m and three-year agreements, for $^{30-41}$ months.

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,

Third Quarter 1986

		`	Agnoomon	+0	Agreements withou		
	All Ag	reements	Agreemen COLA C			clause	
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
\lambda Industries							
Total	87	100,571	17	10,980	70	89,591	
o increase	2	453	1	224	1	229	
ecrease	-	100 110	-	-	-	_	
Under 2.0 percent	85 6	100,118	16	10,756	69	89,362	
2.0 - 2.9 percent	6	2,388 14,888	6 4	2,388	- 2	11 602	
3.0 - 3.9 percent	23	26,943	5	3,265	2	11,623	
4.0 - 4.9 percent	26	19,013	- -	3,903	18 26	23,040	
5.0 - 5.9 percent	12	4,607	_		12	19,013	
6.0 - 6.9 percent	7	25,039	1	1,200	6	23,839	
7.0 - 7.9 percent	4	6,773	_	1,200	4	6,773	
8.0 percent and over	1	467	_		1	467	
lanufacturing	*	. 107			1	407	
Total	24	12,256	13	8,377	11	3,879	
o increase	1	224	1	224	_	3,073	
ecrease	_	_	_		800		
ncrease	23	12,032	12	8,153	11	3,879	
Under 2.0 percent	6	2,388	6	2,388	_	-	
2.0 - 2.9 percent	4	3,265	4	3,265		_	
3.0 - 3.9 percent	2	1,611	1	1,300	1	311	
4.0 - 4.9 percent	5	1,356	_	-	5	1,356	
5.0 - 5.9 percent	4	1,712	-	-	4	1,712	
6.0 - 6.9 percent	1	1,200	1	1,200		_	
7.0 - 7.9 percent	1	500	-	-	1	500	
8.0 percent and over	-	-	-	-	-	-	
on-manufacturing, including construction							
Total	63	88,315	4	2,603	59	85,712	
o increase	1	229	-	-	1	229	
ecrease	-	-	-	-	-	-	
ncrease	62	88,086	4	2,603	58	85,483	
Under 2.0 percent	-	-		-	~	-	
2.0 - 2.9 percent	2	11,623	-	-	2	11,623	
3.0 - 3.9 percent	21	25,332	4	2,603	17	22,729	
4.0 - 4.9 percent	21	17,657	-	-	21	17,657	
5.0 - 5.9 percent	8	2,895	-	-	8	2,895	
6.0 - 6.9 percent	6	23,839	-	-	6	23,839	
7.0 - 7.9 percent	3	6,273	-	-	3	6,273	
8.0 percent and over	1	467	-	-	1	467	
on-manufacturing, excluding construction							
Total	50	78,088	4	2,603	46	75,485	
o increase	1	229	-	-	1	229	
ecrease	-	_	-	_	-	_	
		77 050	4	2,603	45	75,256	
ncrease	49	77,859	4	2,000	10	73,230	
Under 2.0 percent	49 - 2	11,623	-		2	11,623	

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Third Quarter 1986

	IIIII G	Quarter 1					
	All Agr	reements	Agreement COLA CI		Agreements withot COLA Clause		
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ ees	
Non-manufacturing, excluding construction (cont'd) 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	18 16 7 4 1	23,705 12,057 2,695 22,139 5,173 467	4 - - - -	2,603	14 16 7 4 1	21,102 12,057 2,695 22,139 5,173 467	
Construction Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	13 - 13 - 3 5 1 2 2	10,227 	-	-	13 - 13 - 3 5 1 2	10,227 10,227 1,627 5,600 200 1,700 1,100	
Private sector Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	49 2 47 6 6 8 14 6 4 3	50,416 453 - 49,963 2,388 14,888 6,890 12,706 2,152 9,339 1,600	15 1 - 14 6 4 3 - - 1	9,393 224 9,169 2,388 3,265 2,316	34 1 - 33 - 2 5 14 6 3 3	41,023 229 40,794 - 11,623 4,574 12,706 2,152 8,139 1,600	
Public sector Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	38 - - 38 - 15 12 6 3 1	50,155 50,155 50,155 20,053 6,307 2,455 15,700 5,173 467	2 - - 2 - - - - -	1,587 	36 - 36 - 13 12 6 3 1	48,568 48,568 18,466 6,307 2,455 15,700 5,173 467	

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Third Quarter 1985 - Third Quarter 1986

Inird Quarter 1985 - Inird Quarter	r 1986		
Year and Type of Agreement	Agree- ments	Employ- ees	Percent Increase
Third Quarter 1985 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	120 12 108 54 9 45 66 3 63	113,518 28,320 85,198 34,061 11,104 22,957 79,457 17,216 62,241	4.4 3.1 4.9 2.9 1.3 3.7 5.1 4.2 5.3
Fourth Quarter 1985 All agreements	193 20 173 45 14 31 148 6	140,081 21,919 118,162 27,522 13,893 13,629 112,559 8,026 104,533	4.8 4.0 4.9 3.1 2.3 3.9 5.2 6.9 5.0
First Quarter 1986 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	117 17 100 49 17 32 68	96,095 18,863 77,232 36,805 18,863 17,942 59,290 - 59,290	4.1 1.6 4.8 3.0 1.6 4.5 4.8
Second Quarter 1986 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause Public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	179 29 150 85 23 62 94 6	238,648 19,915 218,733 102,419 8,942 93,477 136,229 10,973 125,256	4.3 3.2 4.4 4.3 2.6 4.4 4.2 3.6 4.3
Third Quarter 1986 All agreements Agreements with cost-of-living clause Agreements without cost-of-living clause All private sector agreements Private sector agreements with cost-of-living clause Private sector agreements without cost-of-living clause All public sector agreements Public sector agreements with cost-of-living clause Public sector agreements without cost-of-living clause Public sector agreements without cost-of-living clause	87 17 70 49 15 34 38 2 36	100,571 10,980 89,591 50,416 9,393 41,023 50,155 1,587 48,568	4.6 2.8 4.8 4.1 2.7 4.5 5.1 3.5 5.1

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Third Quarter 1986

	Agree	ements	Empl	oyees
Type of Benefit	Number	Percent of Total	Number	Percent of Tota
All Settlements	87	100.0	100,571	100.0
Settlements establishing or improving one or more benefits Paid holidays Paid vacations Other paid leaves Hospital and medical Dental Sickness and accident Long term disability Life insurance Pensions Other benefits	79 17 39 17 48 37 12 9 18 34 37	90.8 19.5 44.8 19.5 55.2 42.5 13.8 10.3 20.7 39.1 42.5	77,425 11,716 35,017 7,964 39,608 32,929 6,339 4,280 9,424 38,912 40,467	77.0 11.6 34.8 7.9 39.4 32.7 6.3 4.3 9.4 38.7 40.2
Settlements not changing any benefits	8	9.2	23,146	23.0

 $\underline{\text{Note}}$: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Third Quarter 1986

	Tot	tal	Private	Sector	Public Secto		
Duration of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Emplo ees	
Total	87	100,571	49	50,416	38	50,15	
1-3 months	33	40,503	19	19,238	14	21,26	
4-6 months	37	30,588	24	24,899	13	5,68	
7-9 months	6	11,053	4	5,462	2	5,59	
10-12 months	5	4,443	2	817	3	3,62	
13 months and over	6	13,984	-	-	6	13,98	

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Third Quarter 1986

	To	tal	Private	Sector	Public Sector		
Stage of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
Total	87	100,571	49	50,416	38	50,155	
Direct bargaining	34	43,539	9	6,980	25	36,559	
Conciliation	15	11,009	8	3,691	7	7,318	
Post-conciliation bargaining	6	6,779	5	3,935	1	2,844	
Mediation	13	26,913	12	25,387	1	1,526	
Post-mediation bargaining	4	1,488	1	400	3	1,088	
Arbitration	-	-	-		-	elle	
Work Stoppage	13	9,794	13	9,794	-	-	
Other	2	1,049	1	229	1	820	

Table 10

Duration and Stages of Negotiations of Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Third Quarter 1986

					14 -						
	hs & Over	Employ- ees	13,984	4,233	5,742	2,844	ı	345	ı	ŧ	820
	13 Months &	Agree- ments	9	2	-	-	1	_	i	1	1
	10-12 Months	Employ- ees	11,053 5 4,443 6	2,100	1	1	1,526	ı	1	817	g .
	10-12	Agree- ments	5	2	1	8		1	1	2	1
Duration of Negotiation	7-9 Months	Employ- ees	11,053	9,673	540	1	1	418	Î	422	8
on of N	7-9	Agree- ments	9	2	2	ŧ	ı	Н	1	П	8
Durati	4-6 Months	Employ- ees	30,588	1	1,358	2,435	13,277	725	1	7,060	229
	4-6	Agree- ments	37	12	4	က	8	2	1	7	-
	1-3 Months	Employ- ees	40,503	22,029	3,369	1,500	12,110	1	1	1,495	g
	1-3	Agree- ments	33	16	80	2	4	ı	1	æ	1
	Total	Employ- ees	100,571	43,539	11,009	6,779	26,913	1,488	ı	9,794	1,049
	To	Agree- ments	87	34	15	9	13	4	1	13	2
		Stage of Negotiation	Total	Direct bargaining	Conciliation	Post-conciliation bargaining	Mediation	Post-mediation bar- gaining	Arbitration	Work stoppage	Other

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1986

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

May 1987

Hon. William Wrye Minister

Glenn R. Thompson Deputy Minister



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1986. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations

at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto May 1987



Wage Developments in Collective Bargaining Settlements in Ontario Fourth Quarter 1986

During the fourth quarter of 1986, settlements were negotiated in 209 collective agreements covering 200 or more Ontario employees. A total of 107,164 employees were affected by these settlements, concentrated in retail trade, education, and health and welfare services.

Wage Adjustments

The third quarter settlements provided increases on base wage rates averaging 3.9 percent annually over the term of the agreements, down from 4.6 percent for settlements in the third quarter. (See Chart 1 and Tables 1 and 6).

Of the 107,164 employees covered by settlements in the fourth quarter, 94,071 received first-year increases or increases under one-year agreements averaging 4.3 percent; 84,132 won second-year increases averaging 3.9 percent; and 11,303 gained third-year increases averaging 3.0 percent. Settlements for 2,738 employees employees made no changes in wages over the term of the agreements; 12,365 employees received no increase in one or two years of the agreements, but received increases for the other years averaging 2.6 percent a year.

The predominant increases provided in the fourth quarter settlements averaged 4.0-4.9 percent a year over the term of the agreements, and were received by 58 percent of the employees covered by 69 percent of the agreements. Twenty-seven percent of the employees received increases averaging less than 3 percent a year under 34 agreements; and 12 percent of the employees received increases averaging more than 5 percent a year under 25 agreements. (See Table 5).

Manufacturing. The fourth quarter settlements covered 16,662 employees under 39 agreements in manufacturing industries. Wage increases in these settlements averaged 3.5 percent a year both over the term of the agreements and in the first year, compared to 3.5 percent and 3.9 percent respectively in the third quarter of 1986. Thirty-seven percent of the employees covered by 23 percent of the agreements received increases of less than 3 percent a year over the term of the agreements; 56 percent received increases averaging 3.0-5.9 percent a year under 26 agreements; and 5 percent covered by 3 agreements won increases averaging over 6 percent a year. (See Tables 1, 5 and 6).

Non-manufacturing. Settlements in non-manufacturing industries excluding construction covered 88,802 employees under 169 agreements. They provided increases averaging 4.0 percent a year both over the term of the agreements and in the first year. Seventy-three percent of the employees covered by 88 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreement; 17 percent received increases of less than 3 percent a year under 10 agreements; and 7 percent won increases averaging more than 6 percent a year under 7 agreements. One settlement in the construction industry, covering 1,700 employees, provided an average annual increase of 3.8 percent. (See Tables 1, 5 and 6).

Private sector. The fourth quarter settlements included 53 agreements covering 33,075 employees in private industry. These settlements provided increases averaging 2.7 percent a year over the term of the agreements, down from 4.1 percent in the third quarter, and 2.6 percent in the first year. Forty-five percent of the employees covered by 57 percent of the agreements received increases averaging 2.0-4.9 percent a year over the term of the agreement; 36 percent received increases of less than 2 percent a year under 7 agreements;

and 11 percent won increases averaging more than 5 percent a year under 11 agreements.

Public Sector. Settlements in 156 agreements covered 74,089 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.4 percent a year over the term of the agreements, up from 5.1 percent in the third quarter of 1986, and 4.5 percent in the first year. Seventy-seven percent of the employees covered by 85 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreements, 10 percent covered by 10 agreements received less than 4 percent, and 13 percent covered by 14 agreements received more than 5 percent. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were provided for 10,542 employees under 18 agreements, of which 17 continued from the previous agreements and one was a new provision. Fifteen of the agreements covered 8,493 employees in manufacturing industries and 2 covered the remaining employees in non-manufacturing industries.

The COLA settlements provided increases averaging 2.4 percent a year over the term of the agreements, down from 2.8 percent in the third quarter. Eleven of the 18 agreements provided increases of less than 2.9 percent a year over the term of the agreements, 6 agreements provided increases between 3.0 and 4.9 percent, and the remaining agreement provided between 5.0 and 5.9 percent. Private sector agreements with COLA provided increases averaging 2.7 percent per year, and in the one public sector agreement, 4.4 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Seven agreements provide adjustments at the rate of 1 cent an hour for each 0.3 rise in the 1971=100 CPI, covering 5,560 employees. Three other agreements using the 1971 base provide adjustments of 1 cent an hour for each 0.33 to 0.45 point rise in the CPI. Using the 1981=100 CPI, 2 agreements provide 1 cent for each 0.11 point rise, and 2 agreements provide 1 cent for each 0.35 point rise.

The formulas will be applied quarterly in 14 agreements covering 8,107 employees; semi-annually, annually or monthly in 3 agreements covering 2,205 employees; and once during the term of one agreement covering 230 employees.

Settlements in the 191 agreements without COLA clauses provided increases averaging 4.1 percent a year over the term of the agreements, down from 4.8 percent in the third quarter. Sixty-three percent of the 96,622 employees covered received increases under 74 percent of the agreements averaging 4.0-4.9 percent a year over the term of the agreements; 20,371 employees received increases of less than 3.9 percent a year under 23 agreements; 2,738 received no increase under 5 agreements; and 13,022 gained increases averaging more than 5 percent a year under 24 agreements. (See Tables 1, 5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in fourth quarter settlements of 196 agreements covering 107,164 employees. Paid vacations, hospital and medical care, and dental care were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in hospital and medical insurance in 88 agreements covering 53,014 employees, and

mostly updating of benefit fee schedules in dental care plans in 67 agreements covering 44,200 employees.

The most prevalent changes in paid vacations, made in 123 agreements covering 48,945 employees, involved reductions in the years of service required for 4 and 5 weeks.

Negotiations

The fourth quarter settlements were reached in an average of 9 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 5 months in the third quarter of 1986. Sixteen percent of the settlements covering 17 percent of the employees were concluded in 1-3 months, and 19 percent covering 30 percent of the employees were completed in 4-6 months. Negotiations lasted 7-12 months in 49 percent of the agreements covering 39 percent of the employees, and more than a year in 32 agreements covering 15 percent of the employees. (See Table 8).

Negotiations of the private sector settlements took an average of 4 months to complete, compared with an average of 10 months for the public sector settlements. Ninety-one percent of the private sector settlements covering 91 percent of the employees involved were reached in 6 months or less, compared with 16 percent of the public sector settlements covering 27 percent of the employees. Fifty-four percent of the public sector settlements covering 42 percent of the employees were reached after 10-12 months of negotiations.

Settlements were reached by the parties without outside assistance in 18 percent of the agreements covering 19 percent of the employees. Government assistance was needed in the remaining negotiations, including 8 agreements covering 5,821 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees Fourth Quarter 1984 to Fourth Quarter 1986

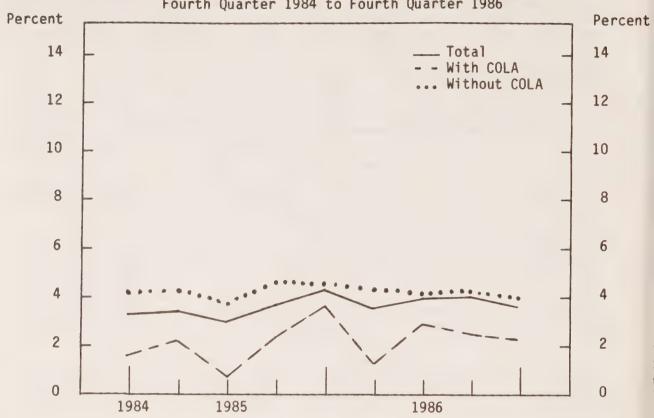


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees

Fourth Quarter 1984 to Fourth Quarter 1986

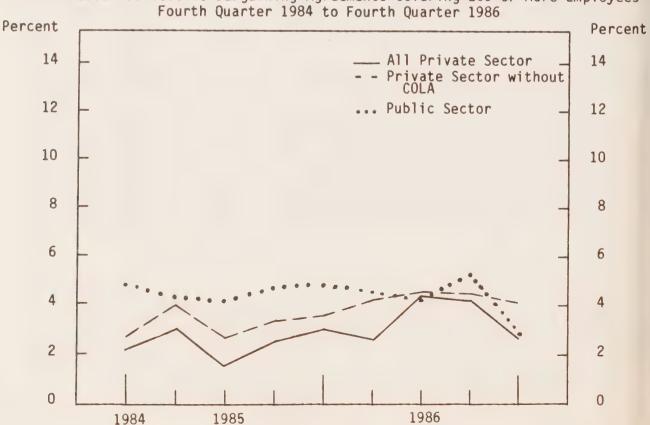


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining

Agreements Covering 200 or More Ontario Employees, by Industry, Fourth Quarter 1986 Agreements with Agreements without COLA Clause All Agreements COLA Clause Agree-Percent Agree-Employ-Percent Employ-Agree-Employ-Percent Industry ments ees Increase ments ees Increase ments ees Increase industries, including postruction 209 107,164 3.9 18 10,542 2.4 191 4.1 96,622 industries, excluding onstruction 208 105,464 3.9 18 10,542 190 94,922 2.4 4.1 39 16,662 3.5 15 8,493 2.6 4.5 Manufacturing 24 8,169 d, Beverages 5 4.2 5 4.2 2,135 2,135 acco 3.7 2 3.7 per, Plastics 643 643 her 3 3 3.4 1,200 3.4 1,200 3 1,465 3.0 1 815 1.2 2 :iles 650 5.1 ting Mills :hing 1 200 1 200 4.1 4.1 1 3 iture, Fixtures 931 6.5 3 931 6.5 1 259 0.3 1 259 0.3 iting, Publishing 1 5.0 1 mary Metals 270 270 5.0 2 2.6 2 icated Metals 636 2.6 636 2 2 2.2 inery 750 2.2 750 5 4,648 3 3,855 2.3 2 793 4.1 sportation Equipment 2.6 trical Products 8 2,755 4.8 3 1,265 4.1 5 1,490 5.4 Metallic Minerals toleum, Oil 1.7 2 524 icals 524 1.7 sellaneous Mfg. 1 246 6.0 1 246 6.0 Non-manufacturing, exclud-169 88,802 3 2,049 166 86,753 4.0 4.0 1.6 ing construction stry ing, Quarrying 1 319 2.2 1 319 2.2 3 1,637 3.3 3 1,637 3.3 sportation 1,500 age 1 1,500 1.0 1 1.0 3 3 3,200 2.4 3,200 2.4 Munication etric, Gas, Water esale Trade 12,058 9 9 til Trade 12,058 1.1 1.1 nice France, Real Estate 39 4.8 27,090 4.8 230 26,860 Mation, Related Services ... 40 1 4.4 39,144 104 39,144 4.4 104 4.4 h, Welfare Services Chational Services Mgement Services 2 2 8.3 ronal Services 800 8.3 800 Sellaneous Services deal Administration 1,614 3.5 2 1,614 3.5 4.0 1 387 4.0 1 387 Ovncial Administration 3 5.3 3 1,053 1,053 5.3 Ca Administration 3.8 1 1,700 3.8 Naruction 1 1,700

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1986

Fourth Quarter 1986											
	One-ye	ear Agree	ements ¹	Two-y	ear Agree	ements ¹	Three-	year Agre	eemen		
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase		Employ- ees	Perc		
All industries, including construction	30	18,008	5.0	158	75,494	3.9	21	13,662	2		
All industries, excluding construction	30	18,008	5.0	157	73,794	3.9	21	13,662	2		
Manufacturing	2	564	3.5	22	7,855	4.3	15	8,243	2		
Food, Beverages	-	-	-	5	2,135	4.2	-	-	-		
Tobacco	-	-	-	-	-	-	2	643	2		
Rubber, Plastics Leather	_	_	_	3	1,200	3.4	_	043	3		
Textiles	_	_	_	2	650	5.1	1	815	1		
Knitting Mills	-	-	-	-	-	-	-	-	-		
Clothing	-	-	-	-	-	-	1	200	4		
Wood Firtures	-	-	-	2	551	5.4	1	380	- 0		
Furniture, Fixtures	_	-	_	_	551	2.4	1 1	259	0		
Printing, Publishing	-	-	-	-	_	-	_	-	-		
Primary Metals	-	-	-	-	-	-	1	270	5		
Fabricated Metals	-	-		-	-	-	2	636	2		
Machinery Equipment	-	-	-	3	1,208	3.8	2 2	750 3,440	2		
Electrical Products	1	240	8.2	5	1,665	l .	2	850	4		
Non-Metallic Minerals	_	-	-	_	-	_	_	-	- ,		
Petroleum, Oil	_	-		-	-	-	-		-		
Chemicals	1	324	0.0	1	200		-	-	-		
Miscellaneous Mfg	-	-	-	1	246	6.0	-	-	-		
Non-manufacturing, excluding construction	28	17,444	5.0	135	65,939	3.8	6	5,419	2		
Forestry	-	-	-	-	-	-	-	210	2		
Mining, Quarrying Transportation	_		_	3	1,637	3.3	1 1	319	4:		
Storage	_	_	_	_	1,00/	-	1	1,500	1		
Communication	-	-	-	_	_	-	3	3,200	2		
Electric, Gas, Water	-	60	-	-	-	-	-	-			
Wholesale Trade	-	-	-	-	12 050	1 1	-	-	-		
Retail Trade	_	-	**	9	12,058	1.1	-	-	_		
Insurance, Real Estate	_	_	_	_	-	_	_				
Education, Related Services	23	15,830	5.0	17	11,260	4.6	-	_	- ,		
Health, Welfare Services	2	524	4.4	102	38,620		-	-	-		
Recreational Services	-	-	-	-	_	-	-	-			
Management Services Personal Services	-	-	-	1	400	11.9	1	400	1		
Miscellaneous Services	_	-	_	1	400	-	-	400	-		
Federal Administration	-			2	1,614	3.5	-	_			
Provincial Administration	1	387	4.0	-	-	_	-	-	-		
Local Administration	2	703	5.7	1	350	4.6	-	-	-		
Construction	-	-	-	1	1,700	3.8	-	-	-		

¹⁰ne-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1986

by indust	try and	Duration	1 of Agree	ement, i	roul th Qu	Jai tei 130				
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-year Agreements ¹			
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase		Employ- ees	Percent Increase	
industries, including	1	230	4.4	3	1,430	4.3	14	8,882	2.0	
industries, excluding	1	230	4.4	3	1,430	4.3	14	8,882	2.0	
Manufacturing	-	-	-	3	1,430	4.3	12	7,063	2.2	
, Beverages	-	-	-	-	-	-	-	-	-	
CCO	-	-	-	-	-	-	2	643	3.7	
er, Plastics her	-	_	-	_	_		-	- 043	-	
iles	-	_	-	-	-	-	1	815	1.2	
ting Mills	-	-	-	-	-	-	-	-	coo	
hing	-	-	-	-	-	-	-	-	-	
iture, Fixtures	_	_		_	_	_	_	_	-	
C	-	_	-	_	-	-	1	259	0.3	
ting, Publishing		-	-	-	-	-	-	-	-	
ary Metals		-	-	-	-	-	1 2	270 636		
icated Metalsinery			-			_	2	750		
sportation Equipment		-	_	1	415	3.2	2	3,440	1	
trical Products		-	-	2	1,015	4.7	1	250	1.3	
Metallic Minerals	-	-	-	-	-	-	-	-	-	
oleum, Oil	-	-	-	-	-	_	-	_	-	
icals ellaneous Mfg	-	-	-	-	_	-	-	-	-	
Non-manufacturing, exclud- ing construction	į.	230	4.4	-	-	-	2	1,819	1.2	
stry		-	-	_	_	_	1	319	2.2	
ng, Quarryingsportation		_	_	-	_	_	-	-	-	
age	-	-	-	-	-	-	1	1,500	1.0	
unication		-	-	-	-	-	-	-	-	
cric, Gas, Water		-	-	-	-	-	_	_	_	
esale Trade		_	_		_	_	_	_	_	
ice		-	_	-	-	_	-	-	-	
rance, Real Estate	-	-	-	-	-	-	-	-	-	
ation, Related Services		230	4.4	-	-	-	-	-	-	
<pre>ch, Welfare Services pational Services</pre>		_			_		_	_	_	
gement Services		_	-	_	-	-	-	_	-	
nal Services	-	-	-	-	-	-	-	-	-	
Ollaneous Services	1	-	-	-	-	-	-	-	_	
eal Administration		-	_	_		_			-	
vncial Administration & Administration			_			_	_	_	-	
5)							_		_	
Sruction									AND DESCRIPTION OF THE PART OF	

Eyear agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1986

by Industry and Duration of Agreement, Fourth Quarter 1986										
	One-ye	ear Agree	ements ¹	Two-y	ear Agree	ements ¹	Three-	year Agr	eement	
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase		Employ- ees	Perce	
All industries, including construction	29	17,778	5.0	155	74,064	3.9	7	4,780	3.	
All industries, excluding construction	29	17,778		154	72,364	3.9	7	4,780	3.	
Manufacturing	2	564	3.5	19	6,425		3	1,180	6.	
Food, Beverages	1	-	-	5	2,135	4.2	-	-	-	
Tobacco	_	-	-	_	-	-	-	-		
Leather	_	_	-	3	1,200	3.4	_	_	-	
Textiles	_	-	-	2	650	5.1	-	-	-	
Knitting Mills	-	-	-	-	-	-	-	-	-	
Clothing	-	-	-	-	-	-	1	200	4.	
Wood	_	_	_	2	551	5.4	1	380	8.:	
Paper		_	_	_	-	-	_	300	-	
Printing, Publishing	-	-	-	-	_	-	-	-	-	
Primary Metals	-	-	-	-	-	-	-	-	-	
Fabricated Metals	-	-	-	-	-		-	-	-	
Machinery Equipment	-		_	2	793	4.1	-	-	-	
Electrical Products	1	240	8.2	3	650	4.4	1	600	5.4	
Non-Metallic Minerals	-	-	-	-		-	_	-	-	
Petroleum, Oil	-	-		-	-	-	-	-	-	
Chemicals	1	324	0.0	1	200	4.3	-	-	-	
Miscellaneous Mfg	-	-	-	1	246	6.0	-	-	-	
Non-manufacturing, excluding construction	27	17,214	5.0	135	65,939	3.8	4	3,600	2.	
Forestry	-	-	-	-		-	-	-	-	
Mining, Quarrying Transportation	-		_	3	1,637	3.3	_	_	_	
Storage	_	_	_	-	-	-	_	_		
Communication	-	-	-	-	-	-	3	3,200	2.	
Electric, Gas, Water	-	-	-	-	-	-	-	-	- ,	
Wholesale Trade	-	-	-	9	12 050	1.1	-	-	-	
Finance	-	_	-	9	12,058	1.1	_	_	_	
Insurance, Real Estate	-	-		_	-	-	_	-	-	
Education, Related Services	22	15,600	5.1	17	11,260	4.6	-		an	
Health, Welfare Services	2	524	4.4	102	38,620	4.4	-	-	-	
Recreational Services Management Services	_	-	-	-	-	-	-	-	-	
Personal Services	_	_	-	1	400	11.9	1	400	4.1	
Miscellaneous Services	-	_	-	_	-	_	-	-	-	
Federal Administration	-	-	-	2	1,614	3.5	-	-	-	
Provincial Administration	1	387	4.0	-	-	-	-	-	-	
Local Administration	2	703	5.7	1	350	4.6	_	-	-	
Construction	-	-	-	1	1,700	3.8	-	-	-	
									The same of the sa	

 $^1\mathrm{O}$ ne-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 month and three-year agreements, for 30-41 months.

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Fourth Quarter 1986

	All Ag	reements	Agreement COLA C		Agreements without COLA Clause		
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
1 Industries				10.540	101	06 600	
Total	209	107,164	18	10,542	191	96,622	
increase	5	2,738	-	_	5 -	2,738	
crease	204	104,426	18	10,542	186	93,884	
Under 2.0 percent	9	12,929	4	2,824	5	10,105	
2.0 - 2.9 percent	10	8,241	7	5,216	3	3,025	
3.0 - 3.9 percent	15	7,906	2	665	13	7,241	
4.0 - 4.9 percent	145	62,058	4	1,567	141	60,491	
5.0 - 5.9 percent	15	6,211	1	270	14	5,941	
6.0 - 6.9 percent	5	5,528	-	-	5	5,528	
7.0 - 7.9 percent	1	208		_	1	208	
8.0 percent and over	4	1,345	-	-	4	1,345	
nufacturing							
Total	39	16,662	15	8,493	24	8,169	
increase	1	324	-	-	1	324	
crease	-	16 220	15	0 402	23	7,845	
crease	38	16,338	15	8,493	23	7,045	
Under 2.0 percent	3 6	1,324 4,897	6	4,897	-	_	
2.0 - 2.9 percent	8	2,680	2	665	6	2,015	
4.0 - 4.9 percent	11	4,325	3	1,337	8	2,988	
5.0 - 5.9 percent	7	2,246	1	270	6	1,976	
6.0 - 6.9 percent	1	246	-	-	1	246	
7.0 - 7.9 percent	-	-	-	-	-	_	
8.0 percent and over	2	620	-	-	2	620	
on-manufacturing, including construction							
	170	90,502	3	2,049	167	88,453	
Total	170 4	2,414	3	2,045	4	2,414	
increase	_	2,717	_	_	_		
icrease	166	88,088	3	2,049	163	86,039	
Under 2.0 percent	6	11,605	1	1,500	5	10,105	
2.0 - 2.9 percent	4	3,344	1	319	3	3,025	
3.0 - 3.9 percent	7	5,226	-	-	7	5,226	
4.0 - 4.9 percent	134	57,733	1	230	133	57,503	
5.0 - 5.9 percent	8	3,965	-	-	8 4	3,965	
6.0 - 6.9 percent	4	5,282	-	-	1	5,282	
7.0 - 7.9 percent		208 725	_		2	725	
8.0 percent and over		123				1 20	
n-manufacturing, excluding construction							
Total	169	88,802	3	2,049	166	86,753	
increase	4	2,414	-	-	4	2,414	
crease	-	-	-	-	100	04 220	
Acrease	165	86,388	3	2,049	162	84,339	
Under 2.0 percent		11,605	1	1,500	5 3	10,105	
2.0 - 2.9 percent	4	3,344	1	319	3	3,023	

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Fourth Quarter 1986

	Fourth	Quarter .	1900				
	All Ag	reements	Agreemen COLA C		Agreements withou COLA Clause		
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
Non-manufacturing, excluding construction (cont'd) 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	6 134 8 4 1 2	3,526 57,733 3,965 5,282 208 725	1 - - -	230 - - - -	6 133 8 4 1 2	3,526 57,503 3,965 5,282 208 725	
Construction Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	1	1,700 - 1,700 - 1,700 - - -	-	-	1	1,700 - 1,700 - 1,700	
Private sector Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	53 5 - 48 7 7 10 13 7 1	33,075 2,738 30,337 11,924 5,216 4,621 5,064 2,246 246 -1,020	17 - 17 4 7 2 3 1	10,312 - 10,312 2,824 5,216 665 1,337 270	36 5 - 31 3 - 8 10 6 1	22,763 2,738 20,025 9,100 - 3,956 3,727 1,976 246	
Public sector Total No increase Decrease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	156 - 155 2 3 5 132 8 4 1	74,089 - 73,702 1,005 3,025 3,285 56,994 3,965 5,282 208 325	1 1	230 - 230 - - 230 - - -	155 - 154 2 3 5 131 8 4 1	73,859 - 73,472 1,005 3,025 3,285 56,764 3,965 5,282 208 325	

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Fourth Quarter 1985 - Fourth Quarter 1986

Year and Type of Agreement	Agree- ments	Employ- ees	Percent Increase
urth Quarter 1985			
All agreements	193	140,081	4.8
reements with cost-of-living clause	20	21,919	4.0
reements without cost-of-living clause	173	118,162	4.9
private sector agreements	45	27,522	3.1
<pre>ivate sector agreements with cost-of-living clause</pre>	14	13,893	2.3
<pre>vate sector agreements without cost-of-living clause</pre>	31	13,629	3.9
public sector agreements	148	112,559	5.2
olic sector agreements with cost-of-living clause	6	8,026	6.9
olic sector agreements without cost-of-living clause	142	104,533	5.0
rst Quarter 1986	447	05.005	
All agreements	117	96,095	4.1
reements with cost-of-living clause	17	18,863	1.6
reements without cost-of-living clause	100	77,232	4.8
private sector agreements	49	36,805	3.0
<pre>ivate sector agreements with cost-of-living clause</pre>	17	18,863	1.6
<pre>ivate sector agreements without cost-of-living clause</pre>	32	17,942	4.5
public sector agreements	68	59,290	4.8
olic sector agreements with cost-of-living clause	-	_	-
olic sector agreements without cost-of-living clause	68	59,290	4.8
cond Quarter 1986 All agreements	179	238,648	4.3
reements with cost-of-living clause	29	19,915	3.2
reements without cost-of-living clause	150	218,733	4.4
private sector agreements	85	102,419	4.3
<pre>ivate sector agreements with cost-of-living clause</pre>	23	8,942	2.6
<pre>ivate sector agreements with cost-of-living clause</pre>	62	93,477	4.4
	94	136,229	4.2
public sector agreements	6	10,973	3.6
olic sector agreements with cost-of-living clause olic sector agreements without cost-of-living clause	88	125,256	4.3
ird Quarter 1986			
All agreements	87	100,571	4.6
reements with cost-of-living clause	17	10,980	2.8
reements without cost-of-living clause	70	89,591	4.8
private sector agreements	49	50,416	4.1
ivate sector agreements with cost-of-living clause	15	9,393	2.7
<pre>ivate sector agreements without cost-of-living clause</pre>	34	41,023	4.5
public sector agreements	38	50,155	5.1
olic sector agreements with cost-of-living clause	2	1,587	3.5
olic sector agreements without cost-of-living clause	36	48,568	5.1
urth Quarter 1986	200	107 164	2.0
All agreements	209	107,164	3.9
reements with cost-of-living clause	18	10,542	2.4
reements without cost-of-living clause	191	96,622	4.1
private sector agreements	53	33,075	2.7
vate sector agreements with cost-of-living clause	17	10,312	2.3
vate sector agreements without cost-of-living clause	36	22,763	2.8
public sector agreements	156	74,089	4.4
olic sector agreements with cost-of-living clause	1	230	4.4
olic sector agreements without cost-of-living clause	155	73,859	4.4

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Fourth Quarter 1986

	Agree	ments	Empl	oyees
Type of Benefit	Number	Percent of Total	Number	Percent of Total
All Settlements	209	100.0	107,164	100.0
Settlements establishing or improving one or more benefits Paid holidays Paid vacations Other paid leaves Hospital and medical Dental Sickness and accident Long term disability Life insurance Pensions Other benefits	196 5 123 60 88 67 19 10 34 22 88	93.8 2.4 58.9 28.7 42.1 32.1 9.1 4.8 16.3 10.5 42.1	101,529 1,902 48,945 30,937 53,014 44,200 12,253 9,258 17,958 13,224 53,014	94.7 1.8 45.7 28.9 49.5 41.2 11.4 8.6 16.8 12.3 49.5
Settlements not changing any benefits	13	6.2	5,635	5.3

 $\underline{\text{Note}}$: Figures are non-additive. A settlement may establish or change more than one type of benefit.

<u>Table 8</u>

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Fourth Quarter 1986

	Tot	tal	Private	Sector	Public Sector		
Duration of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
Total	209	107,164	54	33,462	155	73,702	
1-3 months	34	18,172	27	13,894	7	4,278	
4-6 months	40	31,689	22	16,396	18	15,293	
7-9 months	18	9,951	2	885	16	9,066	
10-12 months	85	31,670	2	787	83	30,883	
13 months and over	32	15,682	1	1,500	31	14,182	

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Fourth Quarter 1986

	Total		Private	e Sector	Public Sector		
State of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
Total	209	107,164	54	33,462	155	73,702	
rect bargaining	37	20,426	10	4,542	27	15,884	
nciliation	25	19,338	13	10,791	12	8,547	
st-conciliation bargaining	12	10,480	10	9,670	2	810	
diation	20	6,676	14	4,775	6	1,901	
st-mediation bargaining	3	2,654	1	463	2	2,191	
bitration	101	40,884	-	-	101	40,884	
rk Stoppage	8	5,821	6	3,221	2	2,600	
her	3	885	-	-	3	885	

Table 10

Duration and Stages of Negotiations of Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Fourth Quarter 1986

				-	14 -						
	ths & Over	Employ- ees	15,682	11 11 11 11 11 11 11 11 11 11	798	248	736	1	008,6	4,100	1
	13 Months	Agree- ments	32	11 11 11 11 11 11	-	-	2	ı	25	m	0
	10-12 Months	Employ- ees	31,670	1,437	1,314	396	610	ı	27,117	ı	230
-	10-12	Agree- ments	85	4	2	2	2	ı	74	ı	1
Duration of Negotiation	7-9 Months	Employ- ees	9,951	5,991	ı	ı	229	2,191	ı	885	655
ion of N	7-9	Agree- ments	18	11	ı	1		2	1	2	2
Durat	4-6 Months	Employ- ees	18,172 40 31,689	6,206	13,961	4,665	2,427	463	3,967	ı	1
	4-6	Agree- ments	40	6	15	2	∞	7	2	ı	1
	1-3 Months	Employ- ees	18,172	6,792	3,265	4,605	2,674	1	ı	836	1
	1-3	Agree- ments	34	13	7	4	7	ı	1	က	ı
	Total	Employ- ees	209 107,164 34	20,426	19,338	10,480	9/9,9	2,654	40,884	5,821	885
	To	Agree- ments	209	37	25	12	20	m	101	∞	m
		Stage of Negotiation	Total	Direct bargaining	Conciliation	Post-conciliation bargaining	Mediation	Post-mediation bar- gaining	Arbitration	Work stoppage	Other

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1987

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

July 1987

Hon. William Wrye Minister

Glenn R. Thompson Deputy Minister



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1987. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations

at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto July, 1987



Wage Developments in Collective Bargaining Settlements in Ontario First Quarter 1987

During the first quarter of 1987, settlements were negotiated in 103 collective agreements covering 200 or more Ontario employees. A total of 76,586 employees were affected by these settlements, concentrated in electric power, gas and water utilities, and education services.

Wage Adjustments

The first quarter settlements provided increases on base wage rates averaging 4.3 percent annually over the term of the agreements, up from 3.9 percent for settlements in the fourth quarter of 1986. (See Chart 1 and Tables 1 and 6).

Of the 76,586 employees covered by settlements in the first quarter, 74,289 received first-year increases or increases under one-year agreements averaging 4.7 percent; 65,940 won second-year increases averaging 4.2 percent; and 26,896 gained third-year increases averaging 4.0 percent. Settlements for 690 employees made no changes in wages over the term of the agreements; 5,669 employees received no increase in one or two years of the agreements, but received increases for the other years averaging 1.6 percent a year.

The predominant increases provided in the first quarter settlement averaged 4.0-4.9 percent a year over the term of the agreements, and were received by 51 percent of the employees covered by 43 percent of the agreements. Sixteen percent of the employees received increases averaging less than 3 percent a year under 24 agreements, 24 percent of the employees received increases averaging 5.0-5.9 percent a year under 24 agreements, and 5 percent of the employees received increases averaging more than 6 percent a year under 9 agreements. (See Table 5).

Manufacturing. The first quarter settlements covered 14,499 employees under 32 agreements in manufacturing industries. Wage increases in these settlements averaged 3.4 percent a year both over the term of the agreements and in the year, compared to 3.5 percent in the fourth quarter of 1986. Twenty-six percent of the employees covered by 16 percent of the agreements received increases of less than 2 percent a year over the term of the agreements; 54 percent received increases averaging 2.0-4.9 percent a year under 21 agreements; and 16 percent covered by 4 agreements won increases averaging 5.0-5.9 percent a year. (See Tables 1, 5 and 6).

Non-manufacturing. Settlements in non-manufacturing industries covered 62,087 employees under 71 agreements. They provided increases averaging 4.6 percent a year over the term of the agreements and 4.8 percent in the first year. Eighty-seven percent of the employees covered by 76 percent of the agreements received increases averaging 4.0-5.9 percent a year over the term of the agreement; 7 percent received increases of less than 4 percent a year under 8 agreements; and 5 percent won increases averaging more than 6 percent a year under 7 agreements. (See Tables 1, 5 and 6).

Private sector. The first quarter settlements included 41 agreements covering 21,065 employees in private industry. These settlements provided increases averaging 3.7 percent a year over the term of the agreements, up from 2.7 percent in the fourth quarter of 1986, and 4.3 percent in the first year. Thirty-eight percent of the employees covered by 32 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreement; 44 percent received increases of less than 4 percent a year under 19 agreements; and 16 percent won increases averaging more than 5 percent a year under 8 agreements.

Public Sector. Settlements in 62 agreements covered 55,521 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.6 percent a year over the term of the agreements, up from 4.4 percent in the fourth quarter of 1986, and 4.8 percent in the first year. Fifty-six percent of the employees covered by 50 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreements, 6 percent covered by 5 agreements received less than 4 percent, 33 percent covered by 31 percent of the agreements received increases averaging 5.0-5.9 percent, and 5 percent covered by 6 agreements received more than 6 percent. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were provided for 25,168 employees under 19 agreements, of which 18 were continued from the previous agreements and one was a new provision. Fourteen of the agreements covered 6,998 employees in manufacturing industries and 5 covered the remaining 18,170 employees in non-manufacturing industries.

The COLA settlements provided increases averaging 3.5 percent a year over the term of the agreements, up from 2.4 percent in the fourth quarter of 1986. Thirteen of the 19 agreements provided increases of less than 3.9 percent a year over the term of the agreements, 4 agreements provided increases between 4.0 and 4.9 percent, and the remaining 2 agreements provided between 5.0 and 5.9 percent. Private sector agreements with COLA provided increases averaging 1.9 percent per year, while the 4 public sector agreements provided an average 4.2 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Six agreements provide adjustments at the rate of 1 cent an hour for each 0.3 rise in the 1971=100 CPI, covering 2,157 employees. Eight other agreements using the 1971 base provide adjustments of 1 cent an hour for each 0.32 to 0.45 point rise in the CPI. Four agreements provide percentage adjustments based on the percentage increase in the CPI.

The formulas will be applied quarterly in 14 agreements covering 6,988 employees; annually in one agreement covering 16,000 employees; bi-monthly or monthly in three agreements covering 1,147 employees; and once during the term of one agreement covering 1,033 employees.

Settlements in the 84 agreements without COLA clauses provided increases averaging 4.8 percent a year over the term of the agreements, up from 4.1 percent in the fourth quarter of 1986. Forty-two percent of the 51,418 employees covered received increases under 48 percent of the agreements averaging 4.0-4.9 percent a year over the term of the agreements; 5,751 employees received increases of less than 3.9 percent a year under 11 agreements; 38 percent of the employees received increases of 5.0-5.9 percent a year under 22 agreements; and 3,713 gained increases averaging more than 6 percent a year under 9 agreements. (See Tables 1,5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in first quarter settlements of 91 agreements covering 68,830 employees. Dental care, paid vacations, life insurance, hospital and medical care and pensions were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in dental care plans in 53 agreements covering 40,945 employees, mostly the updating of benefit fee schedules.

The most prevalent changes in paid vacations, made in 30 agreements covering 30,957 employees, involved reductions in the years of service required for 4 and 5 weeks.

Negotiations

The first quarter settlements were reached in an average of 7 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 9 months in the fourth quarter of 1986. Thirty-nine percent of the settlements covering 44 percent of the employees were concluded in 1-3 months, and 20 percent covering 19 percent of the employees were completed in 4-6 months. Negotiations lasted 7-12 months in 20 percent of the agreements covering 14 percent of the employees, and more than a year in 21 agreements covering 24 percent of the employees. (See Table 8).

Negotiations of the private sector settlements took an average of 3 months to complete, compared with an average of 9 months for the public sector settlements. Ninety-three percent of the private sector settlements covering 94 percent of the employees involved were reached in 6 months or less, compared with 37 percent of the public sector settlements covering 50 percent of the employees. Thirty-four percent of the public sector settlements covering 33 percent of the employees were reached after 13 or more months of negotiations.

Settlements were reached by the parties without outside assistance in 31 percent of the agreements covering 32 percent of the employees. Government assistance was needed in the remaining negotiations, including 6 agreements covering 4,860 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees First Quarter 1985 to First Quarter 1987

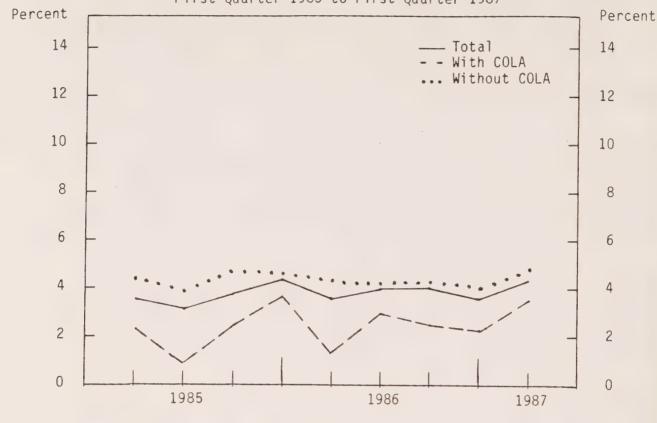


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees

First Quarter 1985 to First Quarter 1987

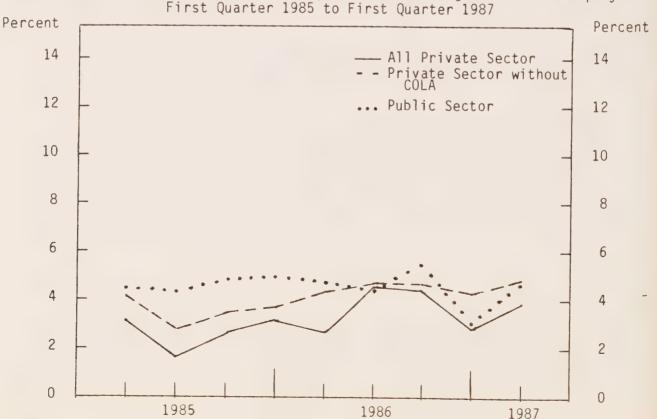


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, First Quarter 1987

				Agı	reements	with	Agree	ements wi	thout
	A11	Agreeme	ents		COLA Clau		(COLA Clau	ıse
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increas
ndustries, including struction	103	76,586	4.3	19	25,168	3.5	84	51,4 18	4.8
ndustries, excluding struction	103	76,586	4.3	19	25,168	3.5	84	51,418	4.8
anufacturing	32	14,499	3.4	14	6,998		18	7,501	4.8
Beverages	3	1,080	4.0	1	240		2	840	4.6
0	_	-	-	_	_	-	_	-	-
, Plastics	-	-	-	-	_	-	-	-	-
er	1	300	5.0	-	-	-	1	300	
es	1	645	3.8	-	-	-	1	645	3.8
ing Mills	-	-	-	-	-	-	-	-	-
ing	1	252	4.0	-	-	-	1	252	4.0
tuno Fivtunos	-	-	-	-	-	-	-	-	-
ture, Fixtures	_	_	-	_		_	_		_
ing, Publishing	_	_	_	_	_	_	_	_	_
ry Metals	4	1,265	3.2	3	925	2.9	1	340	4.0
cated Metals	5	1,559	4.0	2	730		3	829	4.4
nery	_	-	-	-	-	-	-	-	-
portation Equipment	7	2,685	3.8	4	1,680	1.7	3	1,005	
rical Products	5	4,780	2.6	3	2,996	1.2	2	1,784	4.9
etallic Minerals	-	-	-	-	-	-	-	-	-
leum, Oil	-	-	-	-	-	-	-	-	-
cals	2 3	646 1,287	3.8 3.3	1	427	2.0	2 2	646 860	
on-manufacturing, exclud-				5	18,170		66	43,917	
ing construction	71	62,087	4.6) 5	10,1/0	4.1	00	43,917	4.0
try	1	210	1.8	1	210	1.8			
g, Quarrying	2	640		1	210	1.0	2	640	1.0
je	_	040	1.0			_	_	-	_
nication	1	981	2.7	_	-	_	1	981	2.7
ric, Gas, Water	_	18,027		3	16,927	4.1	2	1,100	3.8
sale Trade	1	539		-	-	-	1	539	
I Trade	2	760	1	-	-	-	2	760	
e	1	295	5.0	-	-	-	1	295	5.0
ance, Real Estate		-	-	-	1 000	-	-	-	
cion, Related Services	30	25,066		1	1,033	5.1	29	24,033	1
Nelfare Services		6,528	5.0	-	-	-	15	6,528	5.0
Ational Services		-	-	_					
ment Services		3,769	4.6				2	3,769	4.6
Claneous Services		243		-		-	1	243	
Administration		1,524	1	_	_	_	2	1,524	
	_	-,02	-	-	-	-	-	_	-
						4			
Administration	8	3,505	4.5	-	-	-	8	3,505	4.5

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaini Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement First Quarter 1987

		Fir	st Quarte	r 1987					
	One-y	ear Agre	ements ¹	Two-y	ear Agre	ements ¹	Three-	year Agr	-ee
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase		Employ- ees	- Po
All industries, including construction	19	9,956	4.5	64	39,394	4.5	20	27,236	
All industries, excluding construction	19	9,956	4.5	64	39,394	4.5	20	27,236	
Manufacturing	1	220	11.0	18	9,279	3.1	13	5,000	
Food, Beverages	-	-	-	2	840	4.6	1	240	1
Tobacco	-	-	-	-	-	-	-	-	
Rubber, Plastics	-	-	-	- 1	200	-	-	-	
Textiles	_	_	_	1	300	5.0	1	- CAF	
Knitting Mills	-	-	_	_		_	_ T	645	
Clothing	-	-	-	1	252	4.0	_		
Wood	-	-	-	-	-	-	-	_	
Furniture, Fixtures	-	-	-	-	-	-	-	-	
Paper	-	-	-	-	-	-	-	-	
Printing, Publishing Primary Metals	_	-	-	1	220	-	-	1 045	
Fabricated Metals	_	_	_	1 2	220 504	5.5 4.9	3	1,045	
Machinery	-	_	_	_	504	+ • J -	3	1,055	
Transportation Equipment	1	220	11.0	1	450	0.2	5	2,015	
Electrical Products	-	-	-	5	4,780	2.6	-	-,010	
Non-Metallic Minerals	-	-	-		-	-	-	-	
Petroleum, Oil	-	-	-	-	-	-	-	-	
Miscellaneous Mfg.	_	-	-	2	646	3.8	-	-	
	_	-	-	3	1,287	3.3	-	-	
Non-manufacturing, excluding construction	18	9,736	4.4	4 6	30,115	4.9	7	22,236	
Forestry	-	-	-	-	-	-	-	-	
Mining, Quarrying	-	-	-	2	-	-	1	210	
Storage	_	_[_	640	1.0	-	-	
Communication	-	_	_	_		_	1	981	
Electric, Gas, Water	1	350	3.9	3	1,677	3.9	1	16,000	
Wholesale Trade	-	-	-	1	539	4.8	-	-	
Retail Trade	-	-	-	2	760	1.9	-	_	
Finance Insurance, Real Estate	1	295	5.0	-	-	-	-	-	
Education, Related Services	7	4,696	4.4	- 22	10 227	-	-	-	
Health, Welfare Services	5	2,342	4.9	22	19,337	5.2	1	1,033	
Recreational Services	_	-,012	_	-	4,100	5.0	_	_	
Management Services	-	-	-	_	_	_	_		
Personal Services	-	-	-	-	-	-	2	3,769	
Miscellaneous Services	-	1 504	-	-	-	-	1	243	1
Federal Administration Provincial Administration	2	1,524	3.5	-	-	-	-	-	
Local Administration	2	529	4.3	6	2 076	1.6	-	-	
Construction	_	323	4.0	0	2,976	4.6	-	-	
CONSCIUCTION	-	-	-	-	-	-	-	-	

 $^{10\}text{ne-year}$ agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1987

by Indu	scry and	u buracii	on or Agri	ealient,	11156 (4	uarter 130	57		
	One-ye	ear Agree	ements ¹	Two-ye	ear Agre	ements ¹	Three-	year Agre	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase
industries, including nstruction	-	-	-	8	5,020	1.9	11	20,148	3.9
industries, excluding nstruction	-	-		8	5,020	1.9	11	20,148	3.9
Manufacturing	_	_	-	6	4,093	1.4	8	2,905	2.5
, Beverages	-	-	-	-	-	-	1	240	2.0
CCO	-	-	-	-	-	-	-	-	-
er, Plasticsher	-	-	-	-	-	-	-	-	-
iles	_	_	_	_		_	_	-	-
ting Mills	-	_	_	_	_	_	_	_	_
ning	-	-	-	_	_	-	-	_	_
	-	-	-	-	-	-	-	-	-
uiture, Fixtures	-	-	-	-	-	-	-	-	-
ring, Publishing	-	-	-	-	-	-	-	-	-
ary Metals	-	_	_	1	220	5.5	2	705	-
cated Metals	_	_	_	1	220	5.5	2	705 730	2.0 3.6
nery	_	_	_	_	_	_	_	/30	_
importation Equipment	-	-	-	1	450	0.2	3	1,230	2.3
crical Products	-	-	-	3	2,996	1.2	-	-	_
Hetallic Minerals	-	-	-	-	-	-	-	-	-
pleum, Oil	-	-	-	-	-	-	-	-	-
dicalsdilaneous Mfg	-	-	-	1	427	-	-	-	-
	_	-	_	1	421	2.0	-	-	-
on-manufacturing, excluding construction	-	-	-	2	927	4.1	3	17,243	4.1
etry	-	-	-	-	-	-	-	-	-
ig, Quarrying	-	-	-	-	-	-	1	210	1.8
nportation	-	-	-	-	-	-	-	-	-
mnication					-	_	-	-	-
cric, Gas, Water	_		_	2	927	4.1	1	16,000	4.1
Isale Trade	-	-	-	-	-	-	_	-	-
al Trade	-	-	-	-	-	-	-	-	-
ace	-	-	-	-	-	-	-	-	-
Wance, Real Estate	-	-	-	-	-	-	-	-	-
Ction, Related Services	-	CORR	-	-	-	-	1	1,033	5.1
rational Services	_					-	-	_	-
agment Services	-	-	_	_	_	_	_	_	_
shal Services	-	-	-	-	_		-	-	-
Callaneous Services	-	-	-	-	-	-	-	_	-
enl Administration	-	-	-	-	-	-	-	-	-
Vincial Administration	-	-	-	-	-	-	-	-	-
a Administration	-	-	-	-	-	-	-	-	-
stuction	-		***	-	-	-	-	-	

e-ear agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; tree-year agreements, for 30-41 months.

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1987

by Indu	stry and	d Duratio	on of Agr	eement,	First Q	uarter 19	87		
	One-ye	ear Agree	ements ¹	Two-y	ear Agre	ements ¹	Three-	year Agr	eemen
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase		Employ- ees	Perc
All industries, including construction	19	9,956	4.5	56	34,374	4.8	9	7,088	4
All industries, excluding construction	19	9,956	4.5	56	34,374	4.8	9	7,088	4
Manufacturing	1	220	11.0	12	5,186	4.5	5	2,095	4
Food, Beverages	-	-	-	2	840	4.6	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics Leather	_	_	-	1	300	5.0	_	_	
Textiles	_	_	_	-	300	-	1	645	3
Knitting Mills	-	-	-	-	-	-	_	-	_
Clothing	-	-	-	1	252	4.0	-	-	-
Wood Eivtungs	-	-	-	-	-	-		-	-
Furniture, Fixtures			_	_			_	_	_
Printing, Publishing	-	_	_	_	_	_	_	_	
Primary Metals	-	-	-	-		-	1	340	4
Fabricated Metals	-	-	-	2	504	4.9	1	325	3
Machinery	1	220	11 0	-	-	-	-	705	-
Transportation Equipment Electrical Products	1	220	11.0	2	1,784	4.9	2	785	6
Non-Metallic Minerals	_	_	-	_	1,704	-		_	_
Petroleum, Oil	-	-	-	_	-	-	_	-	-
Chemicals	-	-	-	2	646	3.8	-	-	-
Miscellaneous Mfg	-	-	-	2	860	4.0	-	-	-
Non-manufacturing, excluding construction	18	9,736	4.4	44	29,188	4.9	4	4,993	4
Forestry	-	-	-	-	-	-	-	-	-
Transportation	_		_	2	640	1.0	_	_	-
Storage	-	-	_	_	-	-	_		_
Communication	-	-	-	-	-	_	1	981	2.
Electric, Gas, Water	1	350	3.9	1	750	3.8	-	-	***
Wholesale Trade	-	-	-	1	539	4.8	-	-	-
Retail TradeFinance	1	295	5.0	2	760	1.9	-	-	-
Insurance, Real Estabe	_	233	-	_		_	-		_
Education, Related Services	7	4,696	4.4	22	19,337	5.2	-	_	-
Health, Welfare Services	5	2,342	4.9	10	4,186	5.0	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services Personal Services	-	-	-	-	-	-	-	2.700	_
Miscellaneous Services	_		_	_	_	-	2	3,769	4.
Federal Administration	2	1,524	3.5	_		_	1	243	10,
Provincial Administration	-	-	-	-	_		_	_	-
Local Administration	2	529	4.3	6	2,976	4.6	-	-	-
Construction	-	-	-	-	-	-	-	-	-

 $^{^{10}}$ ne-year agreements are agreements effective for 6-17 months; two-year agreements, for $^{18-29}$ months and three-year agreements, for $^{30-41}$ months.

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1987

	All Ag	reements	Agreemen COLA C		Agreemen COLA	ts without Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
ll_Industries						
Total	103	76,586	19	25,168	84	51,418
o increase	2	690	-	-	2	690
ncrease	101	75,896	19	25,168	82	50,728
Under 2.0 percent	6	3,986	6	3,986	-	30,720
2.0 - 2.9 percent	7	3,353	6	2,372	1	981
3.0 - 3.9 percent	11	5,030	1	260	10	4,770
4.0 - 4.9 percent	44	39,092	4	17,297	40	21,795
5.0 - 5.9 percent	24	20,722	2	1,253	22	19,469
6.0 - 6.9 percent	4 2	1,880	-	-	4	1,880
8.0 percent and over	3	1,020 813	-		2	1,020
anufacturing	Ŭ		_			012
Total	32	14,499	14	6,998	18	7 501
increase	-	14,433	14	0,990	10	7,501
ecrease	-	_	-	_	_	_
icrease	32	14,499	14	6,998	18	7,501
Under 2.0 percent	5	3,776	5	3,776	-	-
2.0 - 2.9 percent	6	2,372	6	2,372	-	-
3.0 - 3.9 percent	5	1,696	1	260	4	1,436
5.0 - 5.9 percent	10	3,781 2,304	1	370 220	9	3,411
6.0 - 6.9 percent		2,304	_	220	3	2,084
7.0 - 7.9 percent	-	_	_	_		_
8.0 percent and over	2	570	-	-	2	570
n-manufacturing, including construction						
Total	71	62,087	5	18,170	66	43,917
increase	2	690	_	-	2	690
crease	-	-	-	-	_	_
crease	69	61,397	5	18,170	64	43,227
Under 2.0 percent	1	210	1	210	-	-
2.0 - 2.9 percent	1 6	981	-	-	1	981
4.0 - 4.9 percent	34	3,334 35,311	3	16,927	6 31	3,334 18,384
5.0 - 5.9 percent	20	18,418	1	1,033	19	17,385
6.0 - 6.9 percent	4	1,880	-	-	4	1,880
7.0 - 7.9 percent	2	1,020	-	-	2	1,020
8.0 percent and over	1	243	opt.	-	1	243
n-manufacturing, excluding construction						
Total	71	62,087	5	18,170	66	43,917
(increase	2	690	-	-	2	690
crease	-	-	-	-	-	-
rease	69	61,397	5	18,170	64	43,227
Under 2.0 percent	1 1	210 981	1	210	1	981
:/.U = / Y harcant						

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1987

	FIRST	Quarter 1	1987			
	All Ag	reements	Agreemen COLA C		Agreemen COLA	ts witho Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ ees
Non-manufacturing, excluding construction (cont'd) 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	6 34 20 4 2 1	3,334 35,311 18,418 1,880 1,020 243	3 1 - -	16,927 1,033 - -	6 31 19 4 2 1	3,334 18,384 17,385 1,880 1,020 243
Construction Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	-	-	-	-	- - - - - - -	-
Private sector Total No increase Decrease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	41 1 - 40 6 6 7 13 5 - 3	21,065 270 - 20,795 3,986 2,372 2,936 8,089 2,599 - 813	15 - 15 6 6 1 1 1	7,208 - 7,208 3,986 2,372 260 370 220	26 1 - 25 - 6 12 4 -	13,857 270 - 13,587 - 2,676 7,719 2,379 - 813
Public sector Total No increase Decrease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	62 1 61 - 1 4 31 19 4 2	55,521 420 55,101 981 2,094 31,003 18,123 1,880 1,020	4 - 4 - 3 1	17,960 - 17,960 - - 16,927 1,033	58 1 - 57 - 1 4 28 18 4 2	37,561 420 37,141 981 2,094 14,076 17,090 1,880 1,020

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1986 - First Quarter 1987

	Agree-	Employ-	Percent
Year and Type of Agreement	ments	ees	Increase
ant Overton 1006			
rst Quarter 1986 All agreements	117	06 005	4.1
reements with cost-of-living clause	17	96,095 18,863	4.1 1.6
reements without cost-of-living clause	100	77,232	4.8
private sector agreements	49	36,805	3.0
ivate sector agreements with cost-of-living clause	17	18,863	1.6
vate sector agreements without cost-of-living clause	32	17,942	4.5
public sector agreements	68	59,290	4.8
olic sector agreements with cost-of-living clause	-	33,230	-
olic sector agreements without cost-of-living clause	68	59,290	4.8
cond Quarter 1986	00	39,290	4.0
All agreements	179	238,648	4.3
reements with cost-of-living clause	29	19,915	3.2
reements without cost-of-living clause	150	218,733	4.4
private sector agreements	85	102,419	4.4
vate sector agreements with cost-of-living clause	23	8,942	
vate sector agreements with cost-of-living clause	62	93,477	2.6
public sector agreements	94		4.4
lic sector agreements with cost-of-living clause	6	136,229	4.2
lic sector agreements with cost-of-living clause	88	125,256	3.6
	00	125,250	4.3
rd Quarter 1986	87	100 571	A 6
All agreements reements with cost-of-living clause	17	100,571 10,980	4.6 2.8
reements without cost-of-living clause	70	89,591	
private sector agreements	49	50,416	4.8 4.1
vate sector agreements with cost-of-living clause	15	9,393	2.7
vate sector agreements with cost-of-living clause	34	41,023	4.5
public sector agreements	38	50,155	5.1
olic sector agreements with cost-of-living clause	2	1,587	3.5
olic sector agreements without cost-of-living clause	36	48,568	5.1
urth Quarter 1986	30	40,300	3.1
All agreements	209	107,164	3.9
reements with cost-of-living clause	18	10,542	2.4
eements without cost-of-living clause	191	96,622	4.1
private sector agreements	54	33,462	2.7
vate sector agreements with cost-of-living clause	17	10,312	2.3
vate sector agreements without cost-of-living clause	37	23,150	2.8
public sector agreements	155	73,702	4.4
lic sector agreements with cost-of-living clause	1	230	4.4
lic sector agreements without cost-of-living clause	154	73,472	4.4
	154	73,472	7 • 7
st Quarter 1987 All agreements	103	76,5 86	4.3
ements with cost-of-living clause	19	25,168	3.5
eements without cost-of-living clause	84	51,418	4.8
private sector agreements	41	21,065	3.7
Vate sector agreements with cost-of-living clause	15	7,208	1.9
vate sector agreements with cost-of-living clause	26	13,857	4.7
public sector agreements	62	55,521	4.6
lic sector agreements with cost-of-living clause	4	17,960	4.2
lic sector agreements with cost-of-living clause	58	37,561	4.8
agreements without cost-of-fry fing crause	30	37,301	7.0

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1987

	Agreen	nents	Empl	oyees
Type of Benefit	Number	Percent of Total	Number	Percent of Tota
All Settlements	103	100.0	76,586	100.0
Settlements establishing or improving one or more benefits Paid holidays Paid vacations Other paid leaves Hospital and medical Dental Sickness and accident Long term disability Life insurance Pensions Other benefits	91 8 30 35 22 53 14 13 29 21 25	88.3 7.8 29.1 34.0 21.4 51.5 13.6 12.6 28.2 20.4 24.3	68,830 2,235 30,957 33,804 25,645 40,945 10,568 22,017 12,306 26,351 27,684	89.9 2.9 40.4 44.1 33.5 53.5 13.8 28.7 16.1 34.4 36.1
Settlements not changing any benefits	12	11.7	7,756	10.1

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1987

	Tot	tal	Private	e Sector	Public	Sector
Duration of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Emplo; ees
Total	103	76,586	41	21,065	62	55,5
1-3 months	40	33,405	23	8,087	17	25,33
4-6 months	21	14,207	15	11,658	6	2,5
7-9 months	9	4,023	3	1,320	6	2,76
10-12 months	12	6,875	-	-	12	6,8
13 months and over	21	18,076	-	-	21	18,0

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1987

	Tot	tal	Private	e Sector	Public	Sector
State of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	103	76,586	41	21,065	62	55,521
rect bargaining	32	24,678	11	7,891	21	16,787
nciliation	10	18,738	7	2,114	3	16,624
st-conciliation bargaining	12	5,321	6	2,173	6	3,148
diation	26	14,222	14	7,430	12	6,792
bitration	11	5,110	-	-	11	5,110
rk Stoppage	6	3,657	3	1,457	3	2,200
her	6	4,860	-	-	6	4,860

Table 10

Duration and Stages of Negotiations of Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, First Quarter 1987

						Durat	ion of N	Duration of Negotiation				
	F	Total	1-3	1-3 Months	4-6	4-6 Months	7-9	7-9 Months	10-12	10-12 Months	13 Mont	13 Months & Over
Stage of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	103	76,586	40	33,405	21	14,207	6	4,023	12	6,875	21	18,076
Direct bargaining	32	24,678		8,263	3	4,284	2	830	3	2,070	7	9,231
Conciliation	10	18,738	5	17,317	5	1,421	ı	1	1	ı	ı	ŧ
Post-conciliation bargaining	12	5,321	9	3,158	-	330	m	1,288	1	1	2	545
Mediation	56	14,222	6	2,967	7	5,695	2	845	5	1,751	n	2,964
Arbitration	11	5,110	c	1,700	7	209	1	610	-	650	5	1,941
Work stoppage	9	3,657	ı	ı	4	2,268	П	450	-	939	1	1
Other	9	4,860	t	ı	ı	1	1	ı	2	1,465	4	3,395
			1									



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1987

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

October 1987

Hon. Gregory Sorbara Minister Glenn R. Thompson Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1987. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto October, 1987

Wage Developments in Collective Bargaining Settlements in Ontario Second Quarter 1987

During the second quarter of 1987, settlements were negotiated in 167 collective agreements covering 200 or more Ontario employees. A total of 139,650 employees were affected by these settlements, concentrated in primary metals, education, and provincial and municipal administration.

Wage Adjustments

The second quarter settlements provided increases on base wage rates averaging 4.0 percent annually over the term of the agreements, down from 4.3 percent for settlements in the first quarter of 1987. (See Chart 1 and Tables 1 and 6).

Of the 139,650 employees covered by settlements in the second quarter, 116,628 received first-year increases or increases under one-year agreements averaging 5.1 percent; 82,569 won second-year increases averaging 4.3 percent; 22,548 gained third-year increases averaging 3.7 percent, and 400 received 5.6% in the fourth year. Settlements for 17,504 employees made no changes in wages over the term of the agreements; 4,625 employees received no increase in one or two years of the agreements, but received increases for the other years averaging 2.4 percent a year.

The predominant increases provided in the second quarter settlement averaged 4.0-4.9 percent a year over the term of the agreements, and were received by 45 percent of the employees covered by 41 percent of the agreements. Eight percent of the employees received increases averaging less than 3 percent a year under 20 agreements, 23 percent of the employees received increases averaging 5.0-5.9 percent a year under 31 agreements, and 6 percent of the employees received increases averaging more than 6 percent a year under 17 agreements. (See Table 5).

Manufacturing. The second quarter settlements covered 36,185 employees under 61 agreements in manufacturing industries. Wage increases in these settlements averaged 2.0 percent a year over the term of the agreements and 2.3 percent in the first year, compared to 3.4 percent in the first quarter of 1987. Eleven percent of the employees covered by 15 percent of the agreements received increases of less than 2 percent a year over the term of the agreements; 17 percent received increases averaging 2.0-3.9 percent a year under 17 agreements; 16 percent covered by 17 agreements won increases averaging 4.0-4.9 percent a year; and 10 percent received increases averaging more than 5 percent under 9 agreements. (See Tables 1, 5 and 6).

Non-manufacturing. Settlements in non-manufacturing industries covered 94,837 employees under 92 agreements. They provided increases averaging 4.6 percent a year both over the term of the agreements and in the first year. Eighty-five percent of the employees covered by 74 percent of the agreements received increases averaging 4.0-5.9 percent a year over the term of the agreement; 8 percent received increases of less than 4 percent a year under 13 agreements; and 6 percent won increases averaging more than 6 percent a year under 13 agreements. (See Tables 1, 5 and 6).

Private sector. The second quarter settlements included 85 agreements covering 50,521 employees in private industry. These settlements provided increases averaging 2.8 percent a year over the term of the agreements, down from 3.7 percent in the first quarter of 1987, and 5.8 percent in the first year. Fifteen percent of the employees covered by 25 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreement; 32 percent received increases of less than 4 percent a year under 33 agreements; 35

percent received no increase over the term of 11 agreements; and 18 percent won increases averaging more than 5 percent a year under 20 agreements.

Public Sector. Settlements in 82 agreements covered 89,129 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.7 percent a year over the term of the agreements, up from 4.6 percent in the first quarter of 1987, and 4.8 percent in the first year. Sixty-three percent of the employees covered by 59 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreements, 3 percent covered by 6 agreements received less than 4 percent, 33 percent covered by 29 percent of the agreements received increases averaging 5.0-5.9 percent, and 2 percent covered by 4 agreements received more than 6 percent. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were provided for 25,615 employees under 35 agreements, of which 33 were continued from the previous agreements and two were new provisions. Twenty-nine of the agreements covered 19,206 employees in manufacturing industries and 6 covered the remaining 6,409 employees in non-manufacturing industries.

The COLA settlements provided increases averaging 2.0 percent a year over the term of the agreements, down from 3.5 percent in the first quarter of 1987. Nineteen of the 35 agreements provided increases of less than 3.9 percent a year over the term of the agreements, 7 agreements provided increases between 4.0 and 4.9 percent, 3 agreements provided more than 5.0 percent, and the remaining 6 agreements provided no increase. Private sector agreements with COLA provided increases averaging 1.2 percent per year, while the 5 public sector agreements provided an average 4.6 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Fourteen agreements provide adjustments at the rate of 1 cent an hour for each 0.3 point rise in the 1971=100 CPI, covering 13,638 employees. Twelve other agreements using the 1971 base provide adjustments of 1 cent an hour for each 0.28 to 0.5 point rise in the CPI. Five agreements provide percentage adjustments based on the percentage increase in the CPI.

The formulas will be applied quarterly in 27 agreements covering 18,239 employees; annually in one agreement covering 459 employees; semi-annually or monthly in two agreements covering 753 employees; and once during the term of five agreements covering 6,164 employees.

Settlements in the 132 agreements without COLA clauses provided increases averaging 4.5 percent a year over the term of the agreements, down from 4.8 percent in the first quarter of 1987. Fifty-two percent of the 114,035 employees covered received increases under 47 percent of the agreements averaging 4.0-4.9 percent a year over the term of the agreements; 11,145 employees received increases of less than 3.9 percent a year under 20 agreements; 25 percent of the employees received increases of 5.0-5.9 percent a year under 29 agreements; and 8,263 gained increases averaging more than 6 percent a year under 16 agreements. (See Tables 1,5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in second quarter settlements of 161 agreements covering 137,543 employees. Dental care,

paid vacations and hospital and medical care were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in dental care plans in 96 agreements covering 68,288 employees, mostly consisting of the updating of benefit fee schedules.

The most prevalent changes in paid vacations, made in 64 agreements covering 62,483 employees, involved reductions in the years of service required for 4 weeks and 5 weeks of vacation.

Negotiations

The second quarter settlements were reached in an average of 4.5 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 7 months in the first quarter of 1987. Forty-four percent of the settlements covering 33 percent of the employees were concluded in 1-3 months, and 42 percent covering 52 percent of the employees were completed in 4-6 months. Negotiations lasted 7-12 months in 10 percent of the agreements covering 7 percent of the employees, and more than a year in 7 agreements covering 8 percent of the employees. (See Tables 8, 9 and 10).

Negotiations of the private sector settlements took an average of 3 months to complete, compared with an average of 6 months for the public sector settlements. All but two private sector settlements covering 430 employees were reached in 6 months or less, compared with 73 percent of the public sector settlements covering 77 percent of the employees. Nine percent of the public sector settlements covering 12 percent of the employees were reached after 13 or more months of negotiations.

Settlements were reached by the parties without outside assistance in 46 percent of the agreements covering 57 percent of the employees. Government assistance was needed in the remaining negotiations, including 11 agreements covering 4,513 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees Second Quarter 1985 to Second Quarter 1987

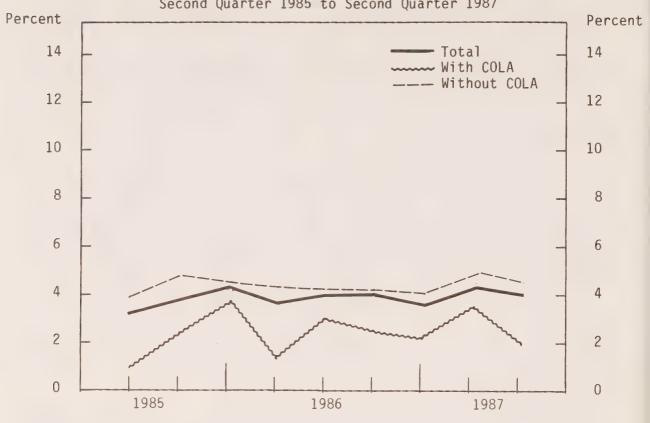


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees

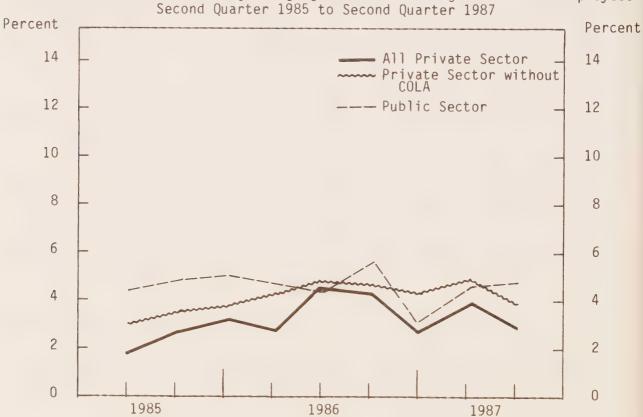


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Second Quarter 1987

	A1	l Agreeme	ents		reements COLA Clau			ements wi	
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase		Employ- ees	Percent Increase
ndustries, including struction	167	139,650	4.0	35	25,615	2.0	132	114,035	4.5
ndustries, excluding	153	131,022	3.9	35	25,615	2.0	118	105,407	4.4
lanufacturing	61	36,185	2.0	29	19,206		32	16,979	3.1
Beverages	9	2,821	3.8	3	950	3.2	6	1,871	4.1
.co	-	450		-	450	-	-	-	-
r, Plasticser	1 1	459 200	2.5 5.0	1	459	2.5	1	200	5.0
les	3	1,117	4.9	-	-	-	3	1,117	4.9
ing Mills	-	- 070	-	-	-	-	_	- 070	-
ing	2 2	972 580	4.3 3.4	_	_	_	2 2	972 580	4.3 3.4
ture, Fixtures	2	602	2.9	1	332	1.7	1	270	4.3
	4	1,607	3.1	-	-	-	4	1,607	3.1
<pre>ing, Publishing ry Metals</pre>	2 10	1,700 16,358	7.9 0.1	7	10,381	0.2	2 3	1,700 5,977	7.9 0.0
cated Metals	3	1,065	2.0	3	1,065		-	3,577	
nery	-	-	-	-	1 660	-	-	-	-
portation Equipment	10	2,308	2.0 3.2	2 6	1,668 1,923		2 4	640 1,370	4.6 4.4
etallic Minerals	4	1,958	3.4	3	1,708		1	250	5.0
leum, Oil	_	-	-	-	-	-	-	-	-
cals Illaneous Mfg	1 3	425 720	3.9 2.5	3	720	2.5	1	425	3.9
	3	720	2.0	3	720	2.5		_	
on-manufacturing, excluding construction	92	94,837	4.6	6	6,409	4.6	86	88,428	4.6
try	3	845	1.2	1	270	3.1	2	575	0.2
portation	1	1,034	3.0	_	_	-	1	1,034	3.0
ge	- 1	260	3.0	-	-	-	1	260	3.0
ric, Gas, Water	1	225	4.3	1	225	4.3	-	200	-
sale Trade	1	570	4.9	-	-	-	1	570	1
1 Trade	3	7,360	4.0	-	-	-	3	7,360	I
ce	1	220	4.5	_	_	_	1	220	4.5
tion, Related Services	40	27,594	4.7	4	5,914	4.6	36	21,680	4.8
h, Welfare Services	9	3,915	4.8	-	-	-	9	3,915	4.8
fational Services	2	523	3.1	_	_	_	2	523	3.1
nal Services	4	1,673	4.6	-	-	-	4	1,673	
llaneous Services		-		-	-	-	-	-	-
al Administration	1 7	232 31,549	3.5 4.9	-	_	-	1 7	232 31,549	3.5 4.9
Administration	18	18,837	4.4	-	_	-	18	18,837	4.4
ruction	14	8,628	5.9	-	_	_	14	8,628	
		3,020						,	

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1987

		Seco	ona quarte	er 1987					
	One-ye	ear Agree	ements ¹	Two-ye	ear Agree	ements ¹	Three-	year Agre	eemen
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase	Agree- ments	Employ- ees	Perc Incr
All industries, including construction	29	43,054	4.2	94	63,189	4.7	43	33,007	2
All industries, excluding construction	28	42,854	4.2	81	54,761	4.5	43	33,007	2
Manufacturing	5	6,437	0.4	22	6,359	3.9	33	22,989	1
Food, Beverages	1	250	4.1	7	1,871	3.6	1	700	4
Tobacco	-	-	-	-	_	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	1	459	2
Leather	-		-	1	200	5.0	-	-	-
Textiles	-	-	-	2	592	4.6	1	525	5
Knitting Mills	_		-	2	972	4.3	_	_	_
Wood	_	_	_	1	300	4.3	1	280	2
Furniture, Fixtures	_	_	-	_	-	_	2	602	2
Paper	-	-	-	_	-	-	4	1,607	3
Printing, Publishing	-	-	-	_	-	-	2	1,700	7
Primary Metals	4	6,187	0.3	-	-	-	6	10,171	0,
Fabricated Metals	-	-	-	1	300	4.2	2	765	1
Machinery Equipment	-	-	-	1	240	4.0	- 2	1 660	-
Electrical Products		-	_	4	959	3.0	2	1,668 2,334	7
Non-Metallic Minerals	_	_	_	1	250	5.0	3	1,708	2.0
Petroleum, Oil		_	-	_	-	-	_	1,700	
Chemicals	-	-	-	1	425	3.9	-	-	-
Miscellaneous Mfg	-	-		1	250	3.0	2	470	2
Non-manufacturing, excluding construction	23	36,417	4.8	59	48,402	4.6	10	10,018	3
Forestry	-	205	-	1000	0.50	-	-	-	-
Mining, Quarrying	1	325	0.0	1	250	0.6	1	270	3
Transportation	_	_	_	1	1,034	3.0	_	-	-
Communication	-	_	_	_			1	260	57
Electric, Gas, Water	_		-	1	225	4.3	_		-
Wholesale Trade	-	-	-	1	570	4.9	-	-	-
Retail Trade	-	-	-	2	4,960	5.1	1	2,400	1
Finance	-	-	-	-	-	-	-	-	
Insurance, Real Estate	1.4	7.005	1.0	1	220	4.5	-	- A3.5	- 4 h
Education, Related Services Health, Welfare Services	14	7,095	4.6	23	15,084	5.0	3	5,415	42
Recreational Services	1 _	350	5.0	8	3,565	4.8	-	-	-
Management Services	_	_	-	2	523	3.1	_		
Personal Services	-	-	-	-	-	-	4	1,673	48
Miscellaneous Services	-	-	-	-	-	-	-	-	
Federal Administration	-	-	-	1	232	3.5	-	-	
Provincial Administration	6	28,204	4.9	1	3,345	4.7	-	-	-
Local Administration	1	443	5.5	17	18,394	4.4	-	-	a
Construction	1	200	7.7	13	8,428	5.9	-	-	•

¹⁰ne-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 monts and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1987

by Indus	or y arra		- Of Agree		occona q				
	One-ye	ear Agree	ements ¹	Two-y	ear Agre	ements ¹	Three-y	/ear Agre	eements ¹
Industry	Agree- ments	Employ- ees	Percent Increase		Employ- ees	Percent Increase		Employ- ees	Percent Increase
ndustries, including struction	2	460	6.2	11	5,823	4.2	22	19,332	1.2
ndustries, excluding struction	2	460	6.2	11	5,823	4.2	22	19,332	1.2
anufacturing	2	460	6.2	7	1,984	3.0	20	16,762	0.8
Beverages	1	250	4.1	2	700	2.8	_	_	_
0	_	-	_	_	_	_	_	_	-
, Plastics	-	-		-	_	_	1	459	2.5
er	-	-	400	_	_	-	-	-	-
es	-	-	-	-	-	-	-	-	-
ing Mills	-	-	-	-	-	-	-	-	-
ing	-	-	-		-	-	-	-	
	-	-	-	-	-	-	-	-	1 7
ture, Fixtures	-	-	-	-	-	-	1	332	1.7
ing, Publishing	_	_	-	_	_	-	-	-	-
ry Metals	1	210	8.6	_	_	_	6	10,171	0.0
cated Metals	_	210	- 0.0	1	300	4.2	2	765	1.2
nery	_	_	_	_	300	7.6	_	703	1 0 4
portation Equipment	_	_	_	_	_	_	2	1,668	0.9
rical Products	_	_	-	3	734	2.7	3	1,189	
etallic Minerals	-	_	-	-	-	_	3	1,708	
leum, 0il	_	-	-	-		-	_		_
als	-	_		-	-	-	-	-	-
laneous Mfg	-	e46	-	1	250	3.0	2	470	2.3
on-manufacturing, excluding construction	_	-	-	4	3,839	4.9	2	2,570	4.1
try	-	-	-	-		-	-	_	-
g, Quarrying	-	-	-	-	-		1	270	3.1
portation	-	-	-	-	-	-	-	-	-
Je	-	-	-	-	_	-	-	-	-
nication	-	-	-	1		-	-	-	-
ric, Gas, Water	-	-	-	1	225	4.3	-	-	-
Sale Trade	_	_	_	_		_	_	_	_
ce	_	_	_	_	_	_			_
ance, Real Estate	_	_	_	_		_	_	_	_
ion, Related Services	_	_	_	3	3,614	4.9	1	2,300	4.2
n, Welfare Services	_	_	-	_	-	-	_		
ational Services	_	_	-	_	_	_	_	_	_
ement Services	-	-	-	-	-	-	-	_	
nal Services	-	-	-	-	-	-	-		-
llaneous Services	-	-	-	-	-	-	-		-
al Administration		-	-	-	-	-	-		-
ncial Administration	-	-	-	-	-	-	-	-	-
Administration	-	-	-	-	-	-	-	-	-
ruction	-	-	-	-		-	-	-	-
									

year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; nree-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1987

by Indus	by Industry and Duration of Agreement, Second Quarter 1907												
	One-ye	ear Agree	ements ¹	Two-y	ear Agre	ements ¹	Three-	year Agre	eemen				
Industry	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Percent Increase	Agree- ments	Employ- ees	Perc				
All industries, including construction	27	42,594	4.2	83	57,366	4.8	21	13,675	4				
All industries, excluding construction	26	42,394	4.2	70	48,938	4.6	21	13,675	4				
Manufacturing	3	5,977	0.0	15	4,375	4.3	13	6,227	5				
Food, Beverages	-		-	5	1,171	4.0	1	700	4				
Tobacco	-	-	-	-	-	-	-	-	-				
Rubber, Plastics	-	_	-	1	200	5.0	_	-	_				
Textiles	_	_	_	2	592	4.6	1	525	5.				
Knitting Mills	-	-	-	-	-	-	-	-	-				
Clothing	-	-	-	2	972	4.3	1	200	-				
WoodFurniture, Fixtures	_	_	_	1	300	4.3	1	280 270	4				
Paper	-	_	-	-	-	-	4	1,607	3.				
Printing, Publishing	-		-	_	-	_	2	1,700	7.				
Primary Metals	3	5,977	0.0	-	-	-	-	-	-				
Machinery	_	_	-	_	_	_	_	_	_				
Transportation Equipment	-	-		1	240	4.0	-	_	-				
Electrical Products	-	-	-	1	225	4.1	3	1,145	4				
Non-Metallic Minerals Petroleum, Oil	_	_	-	1	250	5.0	_	_	_				
Chemicals	_		_	1	425	3.9	_	_	_				
Miscellaneous Mfg	-	-		-	-	-	-	-	-				
Non-manufacturing, excluding construction	23	36,417	4.8	5 5	44,563	4.6	8	7,448	3				
Forestry		-	-	-	_	-	-	-	-				
Mining, Quarrying	1	325	0.0	1	250	0.6	-	-	-				
Transportation	_	-	-	1	1,034	3.0	_	-	-				
Communication	-		-00	_	-	_	1	260	3				
Electric, Gas, Water	-	-	-	_	-	-	-	-	-				
Wholesale Trade	-	-	-	1 2	570 4,960	4.9	1	2 100	1				
Finance	_	_	_	-	4,900	5.1	_	2,400	1				
Insurance, Real Estate	-	-	-	1	220	4.5	-	-	-				
Education, Related Services	14	7,095	4.6	20	11,470		2	3,115	4				
Health, Welfare Services Recreational Services	1	350	5.0	8	3,565	4.8	_	-	_				
Management Services	_	_	_	2	523	3.1	_	_	-				
Personal Services	-	-	-	-	-	-	4	1,673	4				
Miscellaneous Services Federal Administration	-	-	-	- 1	220	2 -	-	-	- 1				
Provincial Administration	6	28,204	4.9	1	232 3,345	3.5 4.7	-	_	-				
Local Administration	1	443	5.5	17	18,394	4.4	***	-	-				
Construction	1	200	7.7	13	8,428	5.9	_	_	-				

 $^{^{1}}$ One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 mont and three-year agreements, for 30-41 months.

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,

Second Quarter 1987

	All Ag	reements	Agreemen COLA C		Agreements without		
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
l Industries				25.645	100	444 005	
Total	167	139,650	35 6	25,615	132 5	114,035 7,302	
increase	11	17,504	-	10,202		7,302	
crease	156	122,146	29	15,413	127	106,733	
Under 2.0 percent	12	8,497	7	3,357	5	5,140	
2.0 - 2.9 percent	8	3,069	7	2,789	1	280	
3.0 - 3.9 percent	19	7,158	5	1,433	14	5,725	
4.0 - 4.9 percent	69	63,404	7	4,650	62	58,754	
5.0 - 5.9 percent	31	31,545	2	2,974	29	28,571	
6.0 - 6.9 percent	5 2	1,685	_	_	5 2	1,685	
7.0 - 7.9 percent 8.0 percent and over	10	6,138	1	210	9	5,928	
	10	0,100	_			,,,,,	
nufacturing	C1	26 105	20	10 206	32	16,979	
Total	61 9	36,185 16,179	29 6	19,206 10,202	3	5,977	
increasecrease	<i>-</i>	10,179	_	10,202	-	-	
crease	52	20,006	23	9,004	29	11,002	
Under 2.0 percent	9	4,047	7	3,357	2	690	
2.0 - 2.9 percent	8	3,069	7	2,789	1	280	
3.0 - 3.9 percent	9	3,195	4	1,163	5	2,032	
4.0 - 4.9 percent	17	5,720	4	1,485	13	4,235	
5.0 - 5.9 percent	5	1,615	-	-	5 1	1,615	
6.0 - 6.9 percent	1	200 450	_	_	1	450	
7.0 - 7.9 percent	2	1,710	1	210	1	1,500	
· ·		1,710					
n-manufacturing, including construction							
Total	106	103,465	6	6,409	100	97,056	
increase	2	1,325	-	-	2	1,325	
crease	***	-	-	-	-	95,731	
crease	104	102,140	6	6,409	98	4,450	
Under 2.0 percent	3	4,450	_	_	_	7,430	
2.0 - 2.9 percent	10	3,963	1	270	9	3,693	
4.0 - 4.9 percent	52	57,684	3	3,165	49	54,519	
5.0 - 5.9 percent	26	29,930	2	2,974	24	26,956	
6.0 - 6.9 percent	4	1,485	-	-	4	1,485	
7.0 - 7.9 percent	1	200	-	-	1	200	
8.0 percent and over	8	4,428	-	-	8	4,428	
n-manufacturing, excluding							
construction Total	92	94,837	6	6,409	86	88,428	
increase	1	325	-	-	1	325	
crease	-	-	-	-	-	-	
crease	91	94,512	6	6,409	85	88,103	
Under 2.0 percent	2	2,650		-	2	2,650	
2.0 - 2.9 percent	-	-	-	-	-	-	

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Second Quarter 1987

	Second	Quarter 1	.907			
	All Agi	reements	Agreemen COLA C		Agreemen COLA	ts witho Clause
Average Annual Percent Increase	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ ees
Non-manufacturing, excluding construction (cont'd) 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	7 52 26 4 -	2,763 57,684 29,930 1,485	1 3 2 -	270 3,165 2,974 - -	6 49 24 4 -	2,493 54,519 26,956 1,485
Construction Total	14 1 - 13 1 - 3 - - 1 8	8,628 1,000 7,628 1,800 - 1,200 - 200 4,428	-	-	14 1 - 13 1 - 3 - - 1 8	8,628 1,000 - 7,628 1,800 - 1,200 - 200 4,428
Private sector Total No increase Decrease Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	85 11 - 74 12 8 13 21 7 1 2 10	50,521 17,504 -33,017 8,497 3,069 4,665 7,528 2,270 200 650 6,138	30 6 - 24 7 7 5 4 - -	19,476 10,202 9,274 3,357 2,789 1,433 1,485	55 5 50 5 1 8 17 7 1 2 9	31,045 7,302 - 23,743 5,140 280 3,232 6,043 2,270 200 650 5,928
Public sector Total No increase Decrease Increase Under 2.0 percent 2.0 - 2.9 percent 3.0 - 3.9 percent 4.0 - 4.9 percent 5.0 - 5.9 percent 6.0 - 6.9 percent 7.0 - 7.9 percent 8.0 percent and over	82 - 82 - 6 48 24 4 -	89,129	5 - - 5 - - 3 2 -	6,139 - 6,139 - 3,165 2,974	77 - - 77 - 6 45 22 4	82,990 82,990 2,493 52,711 26,301 1,485

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Second Quarter 1986 - Second Quarter 1987

Year and Type of Agreement	Agree- ments	Employ- ees	Percent Increase
ond Quarter 1986			
All agreements	179	238,648	4.3
eements with cost-of-living clause	29	19,915	3.2
eements without cost-of-living clause	150	218,733	4.4
private sector agreements	85	102,419	4.3
vate sector agreements with cost-of-living clause	23	8,942	2.6
ate sector agreements without cost-of-living clause	62	93,477	4.4
public sector agreements	94	136,229	4.2
lic sector agreements with cost-of-living clause	6	10,973	3.6
lic sector agreements without cost-of-living clause	88	125,256	4.3
rd Quarter 1986		_	
All agreements	87	100,571	4.6
eements with cost-of-living clause	17	10,980	2.8
eements without cost-of-living clause	70	89,591	4.8
private sector agreements	49	50,416	4.1
ate sector agreements with cost-of-living clause	15	9,393	2.7
ate sector agreements without cost-of-living clause	34	41,023	4.5
public sector agreements	38	50,155	5.1
lic sector agreements with cost-of-living clause	2	1,587	3.5
ic sector agreements without cost-of-living clause	36	48,568	5.1
rth Quarter 1986			
All agreements	209	107,164	3.9
eements with cost-of-living clause	18	10,542	2 4
eements without cost-of-living clause	191	96,622	4.1
private sector agreements	54	33,462	2.7
ate sector agreements with cost-of-living clause	17	10,312	2.3
<pre>vate sector agreements without cost-of-living clause</pre>	37	23,150	2.8
public sector agreements	155	73,702	4.4
lic sector agreements with cost-of-living clause	1	230	4.4
ic sector agreements without cost-of-living clause	154	73,472	4.4
t Quarter 1987			
All agreements	103	76,586	4.3
ements with cost-of-living clause	19	25,168	3.5
ements without cost-of-living clause	84	51,418	4.8
private sector agreements	41	21,065	3.7
ate sector agreements with cost-of-living clause	15	7,208	1.9
ate sector agreements without cost-of-living clause	26	13,857	4.7
public sector agreements	62	55,521	4.6
ic sector agreements with cost-of-living clause	4	17,960	4.2
ic sector agreements without cost-of-living clause	58	37,561	4.8
ond Quarter 1987			
agreements	167	139,650	4.0
ements with cost-of-living clause	35	25,615	2.0
ements without cost-of-living clause	132	114,035	4.5
private sector agreements	85	50,521	2.8
ate sector agreements with cost-of-living clause	30	19,476	1.2
<pre>ate sector agreements without cost-of-living clause</pre>	55	31,045	3.8
public sector agreements	82	89,129	4.7
ic sector agreements with cost-of-living clause	5	6,139	4.6
ic sector agreements without cost-of-living clause	77	82,990	4.7

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1987

	Agree	ments	Empl	oyees
Type of Benefit	Number	Percent of Total	Number	Percent of Total
All Settlements	167	100.0	139,650	100.0
Settlements establishing or improving one or more benefits	161 17 64 49 71 96 40 21 60 66 89	96.4 10.2 38.3 29.3 42.5 57.5 24.0 12.6 35.9 39.5 53.3	137,543 9,227 62,483 42,771 60,888 68,288 28,131 26,565 42,252 40,581 61,256	98.5 6.6 44.7 30.6 43.6 48.9 20.1 19.0 30.3 29.1 43.9
Settlements not changing any benefits	6	3.6	2,107	1.5

 $\underline{\text{Note}}$: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1987

	To	tal	Privat	e Sector	Public Sector		
Duration of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
Total	167	139,650	85	50,521	82	89,129	
1-3 months	73	46,022	54	36,792	19	9,230	
4-6 months	70	72,414	29	13,299	41	59,115	
7-9 months	12	7,997	2	430	10	7,567	
10-12 months	5	2,337	-	-	5	2,337	
13 months and over	7	10,880	-	-	7	10,880	

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1987

	To	tal	Private	e Sector	Public Sector		
State of Negotiation	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
Total	167	139,650	85	50,521	82	89,129	
rect bargaining	76	80,145	31	24,850	45	55,295	
nciliation	23	20,473	9	3,747	14	16,726	
st-conciliation bargaining	12	6,352	8	4,915	4	1,437	
diation	34	17,759	26	12,376	8	5,383	
st-mediation bargaining	3	4,070	1	570	2	3,500	
bitration	5	4,721	-	-	5	4,721	
rk Stoppage	11	4,513	10	4,063	1	450	
her	3	1,617	-	-	3	1,617	

Table 10

Duration and Stages of Negotiations of Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Second Quarter 1987

					14	etalla.					
	Months & Over	Employ- ees	2,337 7 10,880	1	1	260	3,145	3,500	3,975	1	1
	13 Mont	Agree- ments	7	ı	1	H	2	2	2	1	1
	Months	Employ- ees			ı	ŧ	720	ı	1	1	1,617
	10-12	Agree- ments	D.	ı	1	1	2	1	1	ı	С
Duration of Negotiation	7-9 Months	Employ- ees	7,997	5,070	1,231	740	210	ı	746	ı	1
on of N	7-9	Agree- ments	12	2	4	2	-	ı	က	1	ı
Durati	Months	Employ- ees	167 139,650 73 46,022 70 72,414	43,914	17,148	3,634	5,265	1	1	2,453	ŧ
	4-6	Agree- ments	70	32	13	2	14	1	ı	9	ı
	1-3 Months	Employ- ees	46,022	31,161	2,094	1,718	8,419	570	1	2,060	1
	1-3	Agree- ments	73	42	9	4	15	-	1	2	1
	Total	Employ- ees	139,650	80,145	20,473	6,352	17,759	4,070	4,721	4,513	1,617
	To	Agree- ments	167	92	23	12	34	m	2	11	m
		Stage of Negotiation	Total	Direct bargaining	Conciliation	Post-conciliation bargaining	Mediation	Post-mediation bar- gaining	Arbitration	Work stoppage	Other

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1987

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

January 1988

Hon. Gregory Sorbara Minister Glenn R. Thompson Deputy Minister



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1987. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto January, 1988



Wage Developments in Collective Bargaining Settlements in Ontario Third Quarter 1987

During the third quarter of 1987, settlements were negotiated in 98 collective agreements covering 200 or more Ontario employees. A total of 94,015 employees were affected by these settlements, concentrated in transportation equipment, transport and communications, education, and provincial administration.

Wage Adjustments

The third quarter settlements provided increases on base wage rates averaging 3.8 percent annually over the term of the agreements, down from 4.1 percent for settlements in the second quarter of 1987. (See Chart 1 and Tables 1 and 6).

The predominant increases provided in the third quarter settlements averaged 4.0-4.9 percent a year over the term of the agreements, and were received by 41 percent of the employees covered by 37 percent of the agreements. Twenty-nine percent of the employees received less than 3 percent a year under 11 agreements, 13 percent of the employees received increases averaging 3.0-3.9 percent a year under 23 agreements, and 17 percent of the employees received increases averaging more than 5 percent a year under 28 agreements. (See Table 5).

Manufacturing. The third quarter settlements covered 26,441 employees under 31 agreements in manufacturing industries. Wage increases in these settlements averaged 3.1 percent a year over the term of the agreements compared to 2.0 percent in the second quarter of 1987. Thirty-six percent of the employees received increases of less than 2 percent a year over the term of 2 agreements; 46 percent received increases averaging 2.0-3.9 percent a year under 17 agreements; 12 percent covered by 8 agreements won increases averaging 4.0-5.9 percent a year; and 5 percent received increases averaging more than 6 percent under 4 agreements. (See Tables 1 and 5).

Non-manufacturing. Settlements in non-manufacturing industries covered 67,574 employees under 67 agreements. They provided increases averaging 4.0 percent a year. Seventy percent of the employees covered by 64 percent of the agreements received increases averaging 4.0-5.9 percent a year over the term of the agreement; 25 percent received increases of less than 4 percent a year under 15 agreements; and 5 percent won increases averaging more than 6 percent a year under 9 agreements. (See Tables 1 and 5).

Private sector. The third quarter settlements included 44 agreements covering 34,609 employees in private industry. These settlements provided increases averaging 2.9 percent a year over the term of the agreements, up from 2.8 percent in the second quarter of 1987. Twenty-four percent of the employees covered by 36 percent of the agreements received increases averaging 3.0-3.9 percent a year over the term of the agreement; 55 percent received less than 3 percent a year under 9 agreements; and 21 percent won increases averaging more than 4 percent a year under 19 agreements. (See Tables 5 and 6).

Public Sector. Settlements in 54 agreements covered 59,406 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.2 percent a year over the term of the agreements, down from 4.7 percent in the second quarter of 1987. Sixty percent of the employees covered by 52 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreements, 20 percent covered by 9 agreements received less than 4 percent, 16 percent covered by 19 percent of the agreements received increases averaging 5.0-5.9 percent, and 4 percent covered by 7 agreements received more than 6 percent. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living allowance (COLA) clauses were provided for 30,026 employees under 15 agreements, of which 14 were continued from the previous agreements and one was previously inoperative. Nine of the agreements covered 16,970 employees in manufacturing industries and 6 covered the remaining 13,056 employees in non-manufacturing industries.

The COLA settlements provided increases averaging 1.6 percent a year over the term of the agreements, down from 2.0 percent in the second quarter of 1987. Two of the agreements provided increases of less than 2.0 percent a year over the term of the agreements, 8 agreements provided increases between 2.0 and 3.9 percent, one agreement provided 5.0-5.9 percent, and the remaining 4 agreements provided no increase. Private sector agreements with COLA provided increases averaging 2.0 percent per year, while the two public sector agreements provided an average 0.7 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Five agreements provide adjustments at the rate of 1 cent an hour for each 0.3-0.35 point rise in the 1971=100 CPI, covering 6,190 employees. Three agreements using the 1961 base provide adjustments of 1 cent an hour for each 0.35 point rise in the CPI. Two agreements provide percentage adjustments based on the percentage increase in the CPI.

The formulas will be applied quarterly in 13 agreements covering 28,507 employees, and once during the term of two agreements covering 1,519 employees.

Settlements in the 83 agreements without COLA clauses provided increases averaging 4.8 percent a year over the term of the agreements, up from 4.5 percent in the second quarter of 1987. Sixty-one percent of the 63,989 employees covered received increases under 43 percent of the agreements averaging 4.0-4.9 percent a year over the term of the agreements; 10,206 employees received increases of less than 4.0 percent a year under 20 agreements; 16 percent of the employees received increases of 5.0-5.9 percent a year under 14 agreements; and 4,511 gained increases averaging more than 6 percent a year under 13 agreements. (See Tables 1,5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in third quarter settlements of 94 agreements covering 76,735 employees. Dental, hospital and medical plans, paid vacation and life insurance were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in dental care plans in 68 agreements covering 66,440 employees, mostly consisting of the updating of benefit fee schedules.

The most prevalent changes in paid vacations, made in 44 agreements covering 31,790 employees, involved reductions in the years of service required for 4 weeks and 5 weeks of vacation.

Negotiations

The third quarter settlements were reached in an average of 5.3 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 4.5 months in the second quarter of 1987. Thirty-one percent of the settlements covering 30 percent of the employees were concluded in 1-3 months, and 41 percent covering 32 percent of the employees were completed in 4-6 months. Negotiations lasted 7-12 months in 26 percent of the agreements covering 37 percent of the employees, and more than a year in 3 agreements covering 2 percent of the employees. (See Tables 8, 9 and 10).

Negotiations of the private sector settlements took an average of 4.4 months to complete, compared with an average of 6.0 months for the public sector settlements. All but 7 private sector settlements covering 3,221 employees were reached in 6 months or less, compared with 39 percent of the public sector settlements covering 55 percent of the employees reached after 6 or more months. Three public sector settlements covering 1,655 employees were reached after 13 or more months of negotiations.

Settlements were reached by the parties without outside assistance in 30 percent of the agreements covering 21 percent of the employees. Government assistance was needed in the remaining negotiations, including 17 agreements covering 30,195 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees Third Quarter 1985 to Third Quarter 1987

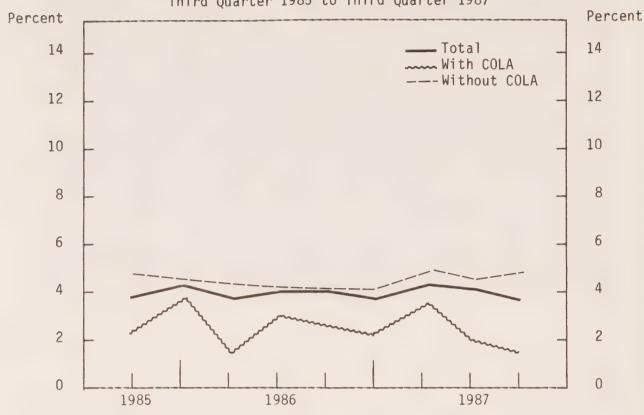
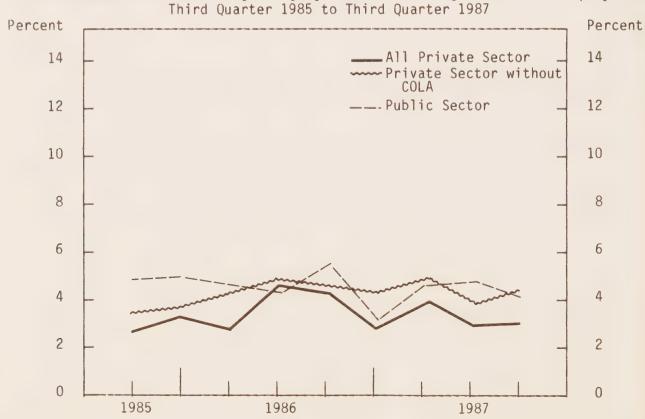


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees



AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY INDUSTRY

		ALL AGE	AGREEMENTS		U	AGRE OST-OF	EMENTS WITH -LIVING CLAUSE	TH LAUSE	0	AGREEMENTS WIT		HOUT
INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
INDUSTRIES (INCL CONST) INDUSTRIES (EXCL CONST)	8 8 6	94,015	0. 0. 0. 0.	40.9	2 2 2 2 2 2 2 2 2 2	30,026	9.1	22.4	88 88	63,989	4 4 8 8	49.6 49.6
MANUFACTURING	ю +	26,441	3.1	38.1	6	16,970	2.3	32.8	22			47.7
KAGES	S	2,449		47.6	-	350	3.2	o.	4	2,099	4.9	50.5
RUBBER PLASTICS		1 1	1	t	ı	ı	ì	ı	1	1	1	1
			1	ı	1	1	ı	I	ł	f	1	1
			3	ı	ı	1	1	ı	ı	1	1	1
	t	1 1	1 1		ŧ	1	\$	ı	ı	ı	4	1
		1 1		1 1	ł	ı	1	ı	ı	ı	1	ı
		705		Ŀ	ě	f	ŧ	ı	1			ı
FIXTIDES		000	η.	22.6	1	ı	ı	l	2	785	7.3	55.6
TALORES				L	ı	t	ł	ı	1		ı	1
PRINTING PURITOHING		0	- ?	40.4	ı	1	1	ı	00	3,888	ю т.	45.4
TAI S	1 1			ı	1	ł	1	ŧ	ı	ı	ı	1
METAL C		(1	ı	1	ŧ	ł	ı	ŀ	ı
MACHINERY	- 1	000	3.5	34.0	ł	1	ı	ł	-	009	3.5	34.0
TION FOLITE	ប	C 2C F+		c	. •	4			ı	ı	ł	1
PRODUCTS	2 1	202		V <	4 (14,050	2.0		-			7
NON-METALLIC MINERALS		3000	÷ с	1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	V 4	0.83.1	ກ ເ	· ·	S	1,672	4.7	46.5
PETROLEUM OTI	- 1	000	4		-	200		36.7	ı	1	t	1
CHEMICALS	-	240	+ C	, ,	*	1 (1	ι	ı	1
DUS MEG	- +	0 000			-	740	٦. د	٦٤. ٢	(·	1		
	-	677			1	ı	1	ı	-	225	6.3	0.09
NON-MANUFACTURING(EXCL CONST)	29	67,574	4.0	42.0	9	13,056	9.0	00	61	54 518	Δ	49
	ı	ŧ	ı	ı	í				- ;)		,
MINING, QUARRYING	က	2,511	9.0	7.7	က	2,511	9.0	7.7	ı	ı	1	1
TRANSPORTATION	7	10,901	4.3	45.8	1	1	1		7	10.901	4.3	45 8
)	ı	ı	ı	1	ı	1	ı	t			1
COMMUNICATIONS		7,852		0.0	-	7,852	0.0	0.0	1	ł	ł	ı
AS, WATER	—	225	4.9	39.4	1	ı	ı	ı	4~	225	4.9	39.4
RADE	ı	ı	1	t	1	1	1	ı	1			
RETAIL TRADE	က	800	4.1	24.0	ı	ı	1	ı	ო	800	4 1	0 74 0
FINANCE	ı	1	ſ	1	1	i	ŀ	ı	ı) 1		
REAL ESTATE	ı	ſ	1	1	ı	1	ı	1	ł	1	1	4
RELATED SERVICES	22	15,933		62.4	_	1,116	5.5	85.9	2.1	14.817		
FARE SERVICES	9	1,702			1	1	1	1	9	P.		
RECREATIONAL SERVICES	-	330			1	ı	i	ı	, -			0.00
MANAGEMENT SERVICES	2	802			1	1	ı		- (
PERSONAL SERVICES	-	925			•	ı	,	1	۷ +	0 0		
US SERVICES		000) C	20.00	1				- 1	272	0.0	26.0
FEDERAL ADMINISTRATION	- c	000			ı	ı	1	ı	γ			
A DMINITOR OF OFFICE	n () d O	,		ŧ	1	ı	ı	က	00		
COAL ADMINISTRATION .	Ν (16,456			Ē	ı	4	ı	7	4		
LOCAL AUMINISIRALIUN	12	5,250			ı	ı	I	1	12			58.6
	ı	,	ı	1								
				j	1	,	ŧ	1	1	1	ı	i

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY INDUSTRY AND DURATION OF AGREEMENT

STS	CENTS PER HOUR	24.4	35.6	56.5	1	ı	ı	i	•	ı	t	1	45.4	ı	ı	1	ı	32.0	40.3	36.7		13.3	1	9.6	i (68.4	(ı	ı	1	1	20.3	თ	27.0	ı	26.0	i	ł	1 C	4D.3
SREEMEN	PER	2.0		5.8	1	ŀ	1	t	*	1	•	1	3.1	1	1	ı	1		3.6	3.5		ر س	1	1.3	1 (9.0	10.7			1	1	1	1	4.0		4.8	1	5.0	1	1	1 U	t. 5
THREE-YEAR AGREEMENTS	EMPLS	35, 153 35, 153	20.035		1	t	t	1	1	ı	1	1	3,888	•	1	ŧ	ı	14,050	657	200	1	240	1	15,118		2,511	009	1 0 10	0	ı		1	1	300	365	330	ı	925	ı	1	U	859
THREE	AGRTS	3000	60	2	ı	1	1	ı	j	F	1	ŧ	∞		1	1	t	4	2		1 -	-	ı	12	1 1	က ·	-		- 1	ě	-1	1	ı	-	-	-	1	-	ŧ	ŧ		7
TS	CENTS PER HOUR	51.5 8.1.5	45.4	4	ı	1	1	ŧ	1	1	55.6	ł	ı	1	ı	34.0	ł	1	44.8		ı		0.09	52.8	1		49.2	ě.	000		0 4 0		ŧ	59.5	59.4	1	28.4	ı		38.		60.5
AGREEMENTS	PER	8 · 4 8 · 8	4.6		1	å	1	1	1	1	7.3	1	1	1	•	3.5	1	1	4.2	1			დ	4.8	1		4.4	ı			4 1		ı	5.5	7.1	1	3.0	1	6.3	Э. Ф.		4.6
TWO-YEAR AG	EMPLS	35, 164 35, 164	6.204	1.749		1	1	1	1	1	785	1	ı	1	1	009	1	i	2,845	1	1		225	28,960	ı		9,301	ı	1100	677	000)	t	9,838	1,337	ı	802	1		1,565		4,592
- 0M L	AGRTS	5 T	12		1	1	ı	ı	1	•	2	ı	ŧ	ŧ	4	-	1	ı	2	1	1	ı	-	39	1	ı	വ	1	1 *	- 1	~))	t	თ	S	ı	2	1	-	7		9
2	CENTS PER HOUR	49.7	67 5		1	4	1	ı	1	F	ı	ł	ŀ	1	ı	1	1	67.5	*	1	4	1	1	49.5			0.0	ı	1		ŧ	1	1	69.3	1	1	1	1		G	45.4	ı
AGREEMENTS	PER	4 4 8 8	9		1	à	ı	ı	ł	ŧ	1	3	1	ı	1	1	6	9.9	·	F	1		ě	4.7	ŀ		0.0	1	ı	1 1	1	ı	1	5.2	1	1	ı	1	1	3.2		1
-YEAR AGI	EMPLS	23,698 23,698	200	1 1	1	1	1	ł	ı	1	1	ı	1	1	1	1	ŀ	202	ı	1	ı	1	ı	23,496	ŧ	ı	1,000	1	4	((ı	1	5,795		1	•	ı	ŧ	7	16,456	ŧ
ONE -	AGRTS	17	-	- 1	f		ſ	ŧ	1	1	ŀ	1	\$	1	1	1	1	-	1	1	1	1	1	16	1	ă.	-	ı		1		1	1	12	ı	1	1	ı	t	-	7	ı
	INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	MANIJEACTIOING	FOOD BEVEDAGES	TORACCO	PUBRER PLASTICS	LEATHER	TEXTILES	KNITTING MILLS	CLOTHING	000×	FURNITURE, FIXTURES	PAPER	PRINTING, PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	CHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING(EXCL CONST	FORESTRY	MINING, QUARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WALER	WHULESALE IRADE	EINANCE	INCLUDANCE REAL ESTATE	EDUCATION, RELATED SERVICE	HEALTH, WELFARE SERVICES .	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION	LOCAL ADMINISTRATION

CONSTRUCTION

OF 1987 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER
BY INDUSTRY AND DURATION OF AGREEMENT

STN	CENTS PER HOUR	18.6 18.6	32.0	1	1	1	ı			1	,	ı	ŧ	1	ı		0 1	38.7	7 . 00	13.3	-	4	0 1	7.7		1	0.0	,	ı	1 1	1	ŧ	1	1	ŧ	ı	ŧ	1	ı	٠	ı
AGREEMENTS	PER	<u> </u>	2.5	•	1	ı	1	1 (f	1		1	ı	1	1	2.4	ω c	ر د د) (•		9.0		1	0.0	1	ı	1 1	9	ı	1	1	1	ř	1	1	1	ı	ı
THREE-YEAR A	EMPLS	27, 160 27, 160	15,220	ě	1	ı	t	1 (1	,	ŧ	1	1	1	1		14,050	430	200	240) I''	040	0 4 6 7	2.511) "	ı	7,852	i	1	1 (ı	1	ŝ	1	1	1	1	1	t	ı	1
THREE	AGRTS	27	7	1	F	ı	ı	1 1	- 1	1	1	ı	1	1	1	1	4 -		⊸ ı	-	1	Ľ	ו מ	m) 1	i		ı	ı	1 1	,	ı	1	t	ŧ	1	1	1	1	ı	ì
1S	CENTS PER HOUR	57.9	40.0	30.0	ı	ı	•	1 1	1	ı	ı	1	ı	ł	8	1	(42.5	1	ı	t	o C		ı	1	1	ı	ı	ı	(I	1	85.9		1	1	6	4	1	•	1	1
AGREEMENTS	PER	4 4 6 . 6 .	3.6	3.2	1	1	1	1 1	1	ı	,	1	1	4	ŧ	ı	-	. v	1	1	1	r,		ŧ		1	ŧ	t	\$		- 1	5.5		1	1	1	1	1	1	1	1
TWO-YEAR AG	EMPLS	2,866	1,750	350	1	t	ı	1 1	1	1	1	1	1	•	1	1	1 (1,400	- 1	ł	1	+		1	1	1	1	1	1	1 1	1	1,116	1	1	1	1	1	1	1	1	1
- OM L	AGRTS	ოო	2	-	1	ı	1	4 1	ı	1	1	1	ł	ı	1	ı	1 7	- 1		1	1	*	- 1	1	ě	1	ı	Ł	Ì	1 1	6	-	ŧ	ı	ı	ł	ŝ	1	1	ı	ı
1.5	CENTS PER HOUR	t t	ı	1		1	1	1 1	•	1	1	ı	1	F	1	t	\$	1 1	1	ı	1	ı	- 1	1	1	1	ı	1		1 6	1	ł	1	1	1	1	1	4	1	ı	4
AGREEMENTS	PER	1 1		1	1	1	1	1 1	- 1	1	1	6	*	ı	3	1	ř	1 1		ı	ı	1		-1	1	1	1	ı	ı	1 1	1	- 6	1	1	ŧ	1	1	1	1	1	ŧ
	EMPLS	1 1	ŧ	1		1	1	1 1	1	1	*	1	1	1	ł	1	1	1 1	1	1	1	1	,	•	1	t	1	1	•	1 1	ŧ	-1	1	1	1	1	1	1	1	1	ŧ
ONE - YEAR	AGRTS	1 1	1	ı	1	1	ı	ł 1	,	1	ı	1	1	1	ı	ı	ŧ	1 1	ı	1	t	1	ı		1	ı	ł	ı	I	1 1	ı	1	1	1	ı	•	1	1	ı	ı	1
	INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	MANUFACTURING	FOOD, BEVERAGES	TOBACCO	RUBBER, PLASTICS	FISHER	KNITTING MILLS	CIOTHING	MODW	FURNITURE, FIXTURES	PAPER	PRINTING, PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	NON-METALLIC MINERALS	DETROI FILM OTI	CHEMICALS	MISCELLANEOUS MFG	NON-MANUEACTUBING(EXCLOSE)	FORESTRY	MINING, OUARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE IKADE	FINANCE	INSURANCE REAL ESTATE	EDUCATION, RELATED SERVICE	HEALTH, WELFARE SERVICES .	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION	LOCAL ADMINISTRATION	CONSTRUCTION

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY INDUSTRY AND DURATION OF AGREEMENT

	ITS	CENTS PER HOUR	44.0	46.9	56.5		ı	ş (1 1	1	1	45.4	1 1	1	, 1	t	43.3	1	1			38.50 -	1	68.4	ı			1	1			ლ I	27.0		0.02	1 8	ı	45.3
	AGREEMENTS	PER	4 4 7 . 7	9.0		1	1	F 1	1 8	4	1	۳. ۲.	1 1	1	6	ı	4.3	1	1	1 1		ည က	6	10.7	1		•	•	1	1	4	4.7	4 8		o .		ı	4.5
	THREE-YEAR AG	EMPLS	7,993	4,815	00/	1	ı	1 1		1		3,888	1 1		1	1	227		1	1 1	t ·	3,1/8	•	009	1	1		•	٠	1	300	365	330	1 10	872	1 1	ı	658
⊢	THREE	AGRTS	*************************************	- (7 -	1	1	8 9		ı	2	α	1 1	ı	1	1	-	1	ı	1 1	t		,	-	ı	•	•		1	ı	-	- -	-	1 4	- 1	1	ı	2
AGREEMENT	S	CENTS PER HOUR	50.9	47.6	47.5	ı	t	1 1	•	55.6	ı	•	+ 1	34.0		1	47.0	ı	1	- 0.09		51.4	•	49.2	ı		י ז ה	24.0			9	59.4	(28.4		38.0		60.5
OF	AGREEMENTS	PER	4 4 0 0 0 0	5.0		1	1	1 1		7.3	1	ı	1 1	3.5			4.8	1	1	6.3		4 Σ ι	ı	4.4	1	• •	n i	4.1	1	4	5.5	7.1		3.0	ı (3 G		4.6
DURATION	YEAR	EMPLS	32,298 32,298	4,454			1			785	1	ı		9009) 1		1,445	1	1	225		27,844	1	9,301	1	1 11 00	٧	800	1	ŧ		1,337	(802	000	1,565	1	4,592
AND	TWO-	AGRTS	4 4 8 8	00	N +	1	i	e 6	t	2	1			-		1	4	ı	1		Ċ	י מ	1	2	ŧ	. •	- 1	ო	1	ŧ	œ	വ		2	1 4	- 0	1 +	10
INDUSTRY	S	CENTS PER HOUR	49.7	67.5	1	1	ı	1 1		٠	1	•	1 1	1	ŧ	67.5	1	ı	1	l 1		ون ت ا	ı	0.0	1	•		1	t	1	69.3	ŧ	1	4		59.2	2	1
B ∨	AGREEMENT	PER	4 4 8 . 8	9.9	, ,	ı	1	r i		t	1	4	1 1	1	ě	9.9	1	1	1	1 (ľ	7 . 4	1	0.0	•			ŀ	1	6	5.5	F	1	ě	9	3,5	4.9	\$
	-YEAR AGE	EMPLS	23,698 23,698	202	1 1	1	1	1 1		1	1	1	1	1	1	202	F	ě	4	i 1	•	23,496	1	1,000	ı	3		1	b	1	5,795	1	1	1	1	245	16,456	
	ONE	AGRTS	17	-	1 1	1	ŧ	1 1	1 4	1	1	1	t 1	1		-	ı	ı	ı	1 1	(91 -	ı	-	ı			1	1	1	12	1	1	1		9	2	ł
		INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	MANUFACTURING	FOOD, BEVERAGES	RUBBER, PLASTICS	LEATHER	TEXTILES	CLOTHING	MO00W	FURNITURE, FIXTURES	PAPER	DOTAND METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	MISCELLANEOUS MFG		NON MANUFACTURING (EXCL CONST	MINING. OUARRYING	TRANSPORTATION	STORAGE	COMMUNICALIONS	WHOLEVALE TRADE	RETAIL TRADE	FINANCE	INSURANCE, REAL ESTATE	EDUCATION, RELATED SERVICE	HEALTH, WELFARE SERVICES .	RECREATIONAL SERVICES	MANAGEMENT SERVICES	MISSESSIANDONS SERVICES	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION	LOCAL ADMINISTRATION

CONSTRUCTION

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987 BY SIZE OF INCREASE

AGREEMENTS WITH AGREEMENTS

		ALL AGR	AGREEMENTS	COST-OF	COST-OF-LIVING CLAUSE	WITHOUT	WITHOUT COST-OF- LIVING CLAUSE	
		AGRIS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	
ALL INDUSTRIES	TOTAL	86	94,015	15	30,026	83	63,989	
	NO INCREASE	വ	12,537	4	11,537	-	1,000	
	UNDER 2.0 PERCENT	2	9,640	7	9,640		٠	
	2.0 - 2.9 PERCENT	4	4,977	ო	4,650	-	327	
	3.0 - 3.9 PERCENT	23	11,962	Ŋ	3,083	18	8,879	
	4.0 - 4.9 PERCENT	36	38,814		•	36	38,814	
	5.0 - 5.9 PERCENT	15	11,574	₩-	1,116	14	10,458	
	6.0 - 6.9 PERCENT	Ŋ	1,497		٠	2	1,497	
	7.0 - 7.9 PERCENT	2	861		٠	7	861	
	8.0 PERCENT AND OVER	9	2,153		•	9	2,153	
MANUFACTURING	TOTAL	31	26,441	6	16,970	22	9,471	
	UNDER 2.0 PERCENT	2	9,640	7	9,640			
	2.0 - 2.9 PERCENT	М	4,650	ო	4,650	٠		
	3.0 - 3.9 PERCENT	14	7,618	4	2,680	10	4,938	
	4.0 - 4.9 PERCENT	4	1,911		•	4	1,911	
	5.0 - 5.9 PERCENT	4	1,255		,	4	1,255	
	6.0 - 6.9 PERCENT	М	907		•	ო	406	
	8.0 PERCENT AND OVER	-	460	,	•	que	460	
NON-MANUFACTURING	TOTAL	29	67,574	9	13,056	6	54,518	
EACE CONSTRUCTION	NO INCREASE	Ŋ	12,537	4	11,537	+	1,000	
	2.0 - 2.9 PERCENT	-	327		•	-	327	

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987 BY SIZE OF INCREASE

-0F- SE	S	3,941	36,903	9,203	290	861	1,693	13,551	1,000			5,188	3,016	2,180	1,107	1,060	50,438		327	3,691	35,798	8,278
AGREEMENTS WITHOUT COST-OF LIVING CLAUSE	EMPLS	М	36	σ			-	13	-			S	т	6	-	-	50			С	35	00
AGREEN WITHOUT LIVING	AGRTS	00	32	10	2	2	Ŋ	31	-			+	œ	വ	4	2	52		-	7	28	6
AGREEMENTS WITH COST-OF-LIVING CLAUSE	EMPLS	403	٠	1,116				21,058	3,685	9,640	4,650	3,083	٠				8,968	7,852				1,116
AGREEM COST-O	AGRTS	-		-				13	ო	2	က	വ					2	-				-
ALL AGREEMENTS	EMPLS	4,344	36,903	10,319	590	861	1,693	34,609	4,685	9,640	4,650	8,271	3,016	2,180	1,107	1,060	59,406	7,852	327	3,691	35,798	9,394
ALL AGE	AGRTS	6	32	1	2	2	Ŋ	44	4	2	ო	16	00	ល	4	0	54	-	-	7	28	01
		3.0 - 3.9 PERCENT	4.0 - 4.9 PERCENT	5.0 - 5.9 PERCENT	6.0 - 6.9 PERCENT	7.0 - 7.9 PERCENT	8.0 PERCENT AND OVER	TOTAL	NO INCREASE	UNDER 2.0 PERCENT	2.0 - 2.9 PERCENT	3.0 - 3.9 PERCENT	4.0 - 4.9 PERCENT	5.0 - 5.9 PERCENT	6.0 - 6.9 PERCENT	8.0 PERCENT AND OVER	TOTAL	NO INCREASE	2.0 - 2.9 PERCENT	3.0 - 3.9 PERCENT	4.0 - 4.9 PERCENT	5.0 - 5.9 PERCENT
		NON-MANUFACTURING	EXCE CONSTRUCTION					PRIVATE SECTOR									PUBLIC SECTOR					

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987 BY SIZE OF INCREASE

AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	EMPLS	390	861	1,093
AGREE WITHOUT LIVING	AGRTS	-	2	4
AGREEMENTS WITH COST-OF-LIVING CLAUSE	AGRTS EMPLS AGRTS EMPLS AGRTS	٠	4	
AGREEMI COST-OI	AGRTS		5	
ALL AGREEMENTS	EMPLS	390	861	1,093
ALL AGR	AGRTS	-	2	4
		6.0 - 6.9 PERCENT	7.0 · 7.9 PERCENI	8.0 PERCENT AND OVER
		PUBLIC SECTOR		

AVERAGE ANNUA! INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1986 TO THIRD QUARTER OF 1987

		ALL	AGREEMENTS	STS	AGRE	AGREEMENTS WITH COST-OF-LIVING CLAUSE	VITH	AGREEM COST	AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	HOUT
		AGRIS	EMPLS	PER	AGRTS	EMPLS	PER	AGRTS	EMPLS	PER
THIRD QUARTER	ALL AGREEMENTS	95	104,296	4.6	17	10,980	2.8	78	93,316	8.8
1986	PRIVATE SECTOR	53	52,493	4.1	15	9,393	2.7	38	43,100	4.4
	PUBLIC SECTOR	42	51,803	5.	2	1,587	3.5	40	50,216	5.1
	ALL AGREEMENTS	211	108,348	3.9	19	10,996	2.5	192	97,352	4.1
QUARTER 1986	PRIVATE SECTOR	55	34,259	2.7	18	10,766	2.4	37	23,493	2.9
	PUBLIC SECTOR	156	74,089	4.4		230	4.4	155	73,859	4.4
FIRST QUARTER	ALL AGREEMENTS	109	79,569	4.4	19	25,168	3.5	06	54,401	4.8
1987	PRIVATE SECTOR	44	22,345	3.7	15	7,208	1.9	29	15,137	4.6
	PUBLIC SECTOR	65	57,224	4.6	4	17,960	4.2	61	39,264	4.8
	ALL AGREEMENTS	182	146,301	4.1	36	26,085	2.0	146	120,216	4.5
QUARTER 1987	PRIVATE SECTOR	8	51,926	2.8	31	19,946	1.1	58	31,980	3.9
	PUBLIC SECTOR	93	94,375	4.7	57	6,139	4.6	88	88,236	4.7
THIRD QUARTER	ALL AGREEMENTS	98	94,015	3.8	15	30,026	1.6	83	63,989	4.8
1987	PRIVATE SECTOR	44	34,609	2.9	13	21,058	2.0	31	13,551	4.4
	PUBLIC SECTOR	54	59,406	4.2	2	8,968	0.7	52	50,438	4.9

COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	86	100.0	94015	100.0
CHANGES IN ONE OR MORE BENEFITS	94	95.9	76735	81.6
PAID HOLIDAYS	4	1.4	1893	2.0
PAID VACATION	4	44.9	31790	33.8
OTHER PAID LEAVES	24	24.5	20603	21.9
HOSPITAL AND MEDICAL	64	65.3	63496	67.5
DENTAL	89	69.4	66440	70.7
SICKNESS AND ACCIDENT	16	16.3	18124	19.3
LONG TERM DISABILITY	12	15.3	32801	34.9
LIFE INSURANCE	32	35.7	42155	44.8
PENSIONS	31	31.6	28865	30.7
OTHER BENEFITS	61	62.2	58510	62.2
SETTLEMENTS NOT CHANGING ANY BENEFITS	ო	3.1	1124	1.2
SETTLEMENTS FOR WAGES ONLY*	-	4.0	16156	17.2

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987 BY SECTOR

		(0	m	01	01		
PUBLIC SECTOR	EMPLS	59,406	4,773	21,682	28,842	2,454	C
PUBLIC	AGRTS	54	1	22	14	4	
PRIVATE SECTOR	EMPLS	34,609	23,148	8,240	2,419	802	
PRIVATE	AGRTS	44	19	18	ß	2	
TOTAL	EMPLS	94,015	27,921	29,922	31,261	3,256	7 7
10	AGRTS	86	30	40	19	9	C
DURATION OF NEGOTIATIONS							טאעט טו
DURATION OF		TOTAL	1-3 MONTHS	4-6 MONTHS	7-9 MONTHS	10-12 MONTHS	12 MONTHS AND OVED

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY SECTOR

SECTOR	EMPLS	59,406	19,031	2,124	1,308	26,701	245	1,865	8,132
PUBLIC SECTOR	AGRTS	54	27	9	4	6	-	ប	2
SECTOR	EMPLS	34,609	577	2,231	300	8,913	525	٠	22,063
PRIVATE SECTOR	AGRTS	44	2	9	-	18	7	٠	15
TOTAL	EMPLS	94,015	19,608	4,355	1,608	35,614	770	1,865	30, 195
10	AGRIS	86	29	12	ß	27	ო	വ	17
STAGE OF SETTLEMENT		T01AL	DIRECT BARGAINING	CONCILIATION	POST CONCILIATION BARGAINING	MEDIATION	POST MEDIATION BARGAINING	ARBITRATION	WORK STOPPAGE

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987

STAGE OF SETTLEMENT	Ė	TOTAL	- 3	1-3 MONTHS	4-6	4-6 MONTHS	7-9	7-9 MONTHS	10-12	10-12 MONTHS	13 MOI	13 MONTHS AND OVER
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	86	94,015	30	27,921	40	29,922	19	31,261	9	3,256	ო	1,655
DIRECT BARGAINING	29	19,608	6	4,285	12	11,293	4	1,586	ന	2,144	-	300
CONCILIATION	12	4,355	7	2,439	ო	840	2	1,076		•	٠	٠
POST CONCILIATION BARGAINING	ហ	1,608			4	1,400	-	208	,		٠	
MEDIATION	. 27	35,614	2	1,497	15	13,221	∞	19, 166	-	009	**	1,130
POST MEDIATION BARGAINING	М	770	-	200	-	325	-	245				•
ARBITRATION	Ŋ	1,865		,	٠		2	1,128	7	512	-	225
WORK STOPPAGE	17	30, 195	-	19,500	IJ	2,843	-	7,852		٠	,	



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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1987

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

March 1988

Hon. Gregory Sorbara Minister Glenn R. Thompson Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1987. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto March, 1988



Wage Developments in Collective Bargaining Settlements in Ontario Fourth Quarter 1987

During the fourth quarter of 1987, settlements were negotiated in 113 collective agreements covering 200 or more Ontario employees. A total of 120,914 employees were affected by these settlements, concentrated in transportation equipment and education and related services.

Wage Adjustments

The fourth quarter settlements provided increases on base wage rates averaging 3.5 percent annually over the term of the agreements, down from 3.7 percent for settlements in the third quarter of 1987. (See Chart 1 and Tables 1 and 6).

The predominant increases provided in the fourth quarter settlements averaged under 2.0 percent a year over the term of the agreements, and were received by 47 percent of the employees covered by 14 percent of the agreements. Twenty-six percent of the employees received 2.0-4.9 percent a year under 59 agreements, 21 percent of the employees received increases averaging 5.0-5.9 percent a year under 23 agreements, and 7 percent of the employees received increases averaging 6 percent or more a year under 15 agreements. (See Table 5).

Manufacturing. The fourth quarter settlements covered 71,396 employees under 54 agreements in manufacturing industries. Wage increases in these settlements averaged 2.4 percent a year over the term of the agreements, compared to 3.1 percent in the third quarter of 1987. Seventy-seven percent of the employees received increases of less than 2 percent a year over the term of 11 agreements; 16 percent received increases averaging 3.0-4.9 percent a year under 27 agreements; and 2 percent received increases averaging 6 percent or more under 4 agreements. (See Tables 1 and 5).

Non-manufacturing. Settlements in non-manufacturing industries covered 49,218 employees under 58 agreements. They provided increases averaging 5.0 percent a year. Forty-seven percent of the employees covered by 29 percent of the agreements received increases averaging 5.0-5.9 percent a year over the term of the agreement; 24 percent received increases of 4.0-4.9 percent a year under 17 agreements; and 14 percent won increases averaging 6 percent or more a year under 11 agreements. (See Tables 1 and 5).

Private sector. The fourth quarter settlements included 63 agreements covering 75,480 employees in private industry. These settlements provided increases averaging 2.5 percent a year over the term of the agreements, down from 3.0 percent in the third quarter of 1987. Seventy-five percent of the employees covered by 24 percent of the agreements received increases averaging less than 2 percent a year over the term of the agreement; 16 percent received 3.0-4.9 percent a year under 30 agreements; and 5 percent won increases averaging 5 percent or more a year under 12 agreements. (See Tables 5 and 6).

Public Sector. Settlements in 50 agreements covered 45,434 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 5.2 percent a year over the term of the agreements, up from 4.2 percent in the third quarter of 1987. Fifty percent of the employees covered by 32 percent of the agreements received increases averaging 5.0-5.9 percent a year over the term of the agreements, 24 percent covered by 16 agreements received 4.0-4.9 percent, and 14 percent covered by 10 agreements received 6 percent or more. (See Tables 5 and 6).

Cost-of-Living Clauses

Cost-of-living allowance (COLA) clauses were provided for 62,785 employees under 26 agreements. Twenty of the agreements covered 58,241 employees in manufacturing industries and 6 covered the remaining 4,544 employees in non-manufacturing industries.

The COLA settlements provided increases averaging 2.2 percent a year over the term of the agreements, up from 1.6 percent in the third quarter of 1987. Ten of the agreements provided increases of less than 2.0 percent a year over the term of the agreements, 10 agreements provided increases between 2.0 and 3.9 percent, 5 agreements provided 4.0-5.9 percent, and the remaining agreement provided 6.0-6.9 percent. Private sector agreements with COLA provided increases averaging 2.0 percent per year, while the 6 public sector agreements provided an average 4.3 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Settlements in the 87 agreements without COLA clauses provided increases averaging 4.9 percent a year over the term of the agreements, up from 4.7 percent in the third quarter of 1987. Thirty-nine percent of the 58,129 employees covered received increases under 25 percent of the agreements averaging 5.0-5.9 percent a year over the term of the agreements; 3,212 employees received increases of less than 3.0 percent a year under 7 agreements; 16 percent of the employees received increases of 3.0-3.9 percent a year under 17 agreements; 26 percent of the employees received increases of 4.0-4.9 percent a year under 31 percent of the agreements; and 7,670 gained increases averaging 6.0 percent or more a year under 14 agreements. (See Tables 1, 5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in fourth quarter settlements of 105 agreements covering 113,534 employees. Dental, hospital and medical plans, pension plans and life insurance were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in dental care plans in 69 agreements covering 99,124 employees, mostly consisting of the updating of benefit fee schedules, and increasing the maximum claims.

Negotiations

The fourth quarter settlements were reached in an average of 5.7 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 5.3 months in the third quarter of 1987. Thirty-five percent of the settlements covering 58 percent of the employees were concluded in 1-3 months, and 31 percent covering 14 percent of the employees were completed in 4-6 months. Negotiations lasted 7-12 months in 29 percent of the agreements covering 20 percent of the employees, and more than a year in 6 agreements covering 8 percent of the employees. (See Tables 8, 9 and 10).

Negotiations of the private sector settlements took an average of 3.9 months to complete, compared with an average of 8.0 months for the public sector settlements. All but 11 private sector settlements covering 4,577 employees were reached in 6 months or less, compared with 56 percent of the

public sector settlements covering 64 percent of the employees reached after 6 or more months. Six public sector settlements covering 9,830 employees were reached after 13 or more months of negotiations.

Settlements were reached by the parties without outside assistance in 33 percent of the agreements covering 22 percent of the employees. Government assistance was needed in the remaining negotiations, including 14 agreements covering 14,289 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees
Fourth Quarter 1985 to Fourth Quarter 1987

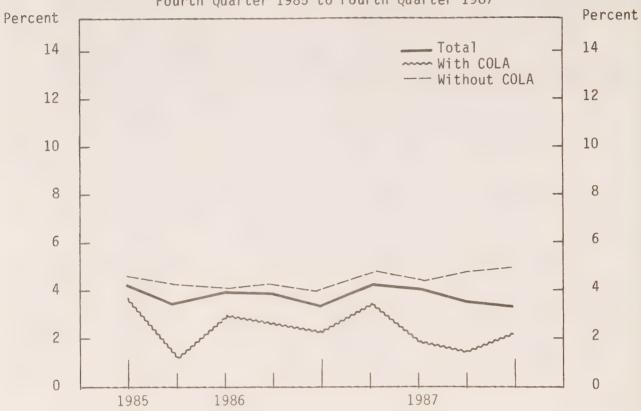
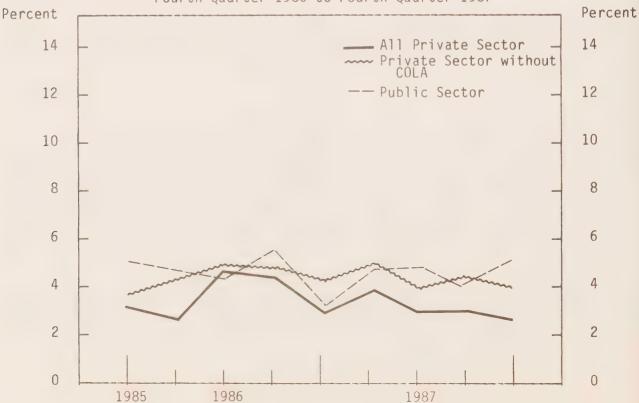


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees

Fourth Quarter 1985 to Fourth Quarter 1987



AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987 BY INDUSTRY

		ALL AGE	AGREEMENTS		00	AGREE ST-OF-	MENTS WITH LIVING CLA	ITH	O	AGREEMENT COST-OF-L	ENTS WITHOUT LIVING CLAU	HOUT CLAUSE
INDUSTRY	AGRIS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
(INCL CONST).	113	120,914	8 . E	47.3	26	62,785	2.2	32.5	87	58, 129	6.4	63.2
NUEACTURING	54	71,396		0	20	58.241	2.0	29.9	34	13, 155	4	4
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MISCELLANEOUS MFG	2	1,285	4.6	57.9	-	311	4.2	49.2	-	974	4.8	
	(((L		L		0		c
NON-MANUFACTURING (EXCL CONST)	υ 20	49,218	5.0	68.3	0	4,544	b . 4	65.4	25	44,0,4	5.1	08.0
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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987 BY INDUSTRY AND DURATION OF AGREEMENT

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ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	91	12, 155	6.4	62.8	48	30,528	5.0	64.7	8 4 4 8 8	77,956	2.6	38.2	que que	275	1.7	10.0
	-	295	4.7	40.0	17	5,922		-	36	65,179	2.2	31.8	ı	ı	1	ŧ
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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY INDUSTRY AND DURATION OF AGREEMENT

ABLE 3

FOUR-YEAR AGREEMENTS	
THREE-YEAR AGREEMENTS	
TWO-YEAR AGREEMENTS	
ONE-YEAR AGREEMENTS	

MADDESTRY PER CENTS PER													CHRUC				S L N L
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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY INDUSTRY AND DURATION OF AGREEMENT TABLE 4

S	CENTS PER HOUR	10.0	1	. 1	1	1	ē	1	ŧ	ı	ı	f	1	1	í	ł	8	ı	ı		ı	1	1	10.0	å	ē	1 1	ı	E	1	8	ı	ı	i	ı	1		0.01	1 1	1	4	,
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YEAR AGE	EMPLS	11,925	295	1	ı	1	1	ı	ì	t	ı	1	ı	ı	ł	ě	(793	ŧ I	. (1 1	1	ı	11,630	1	1	ı	ł	1	t	i	1	0 0 0	0,000 4000) (1	1	1	635	3,436	1,245	ı
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	INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).		EVERAGES	T08ACC0	RUBBER, PLASTICS	LEATHER	TEXTILES	KNITTING MILLS	CLOTHING	W000	PARTIURE, FIXIURES	PATEK	DDIMADY METALS	CARDICATED METALS	MACHINEDY	ATTON COLLD	FI ECTDICAL DOCUMEN	NON-METAL IC MINERALS		CHEMICALS	FOLIS MFG		NON-MANUFACTURING (EXCL CONST	MINING OLABOVING	TRANSPORTATION	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	CINIANOE	TAISHDANDE DEAL TOTAL	EDITORTION DELATED SEDVICE	100.00	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	/ICES .	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION	LOCAL ADMINISTRATION	CONSTRUCTION

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987 BY SIZE OF INCREASE

		ALL AGE	ALL AGREEMENTS	AGREEME COST-OF	AGREEMENTS WITH COST-OF-LIVING CLAUSE	AGREEN WITHOUT LIVING	AGREEMENTS THOUT COST-OF- IVING CLAUSE
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES	TOTAL	113	120,914	26	62,785	87	58, 129
	UNDER 2.0 PERCENT	16	57,189	10	54,277	9	2,912
	2.0 - 2.9 PERCENT	7	2,957	9	2,657	-	300
	3.0 - 3.9 PERCENT	21	11,281	4	2,033	17	9,248
	4.0 - 4.9 PERCENT	31	16,598	4	1,476	27	15, 122
	5.0 - 5.9 PERCENT	23	24,877	4	2,000	22	22,877
	6.0 - 6.9 PERCENT	o	5,057	-	342	œ	4,715
	7.0 - 7.9 PERCENT	М	2,020		•	е	2,020
	8.0 PERCENT AND OVER	М	935		1	т	935
MANUFACTURING	TOTAL	54	71,396	20	58,241	34	13, 155
	UNDER 2.0 PERCENT	÷-	54,627	10	54,277	-	350
	2.0 - 2.9 PERCENT	9	2,251	ប	1,951	-	300
	3.0 - 3.9 PERCENT	4	6,485	ო	1,360	1	5,125
	4.0 - 4.9 PERCENT	13	4,718	-	311	12	4,407
	5.0 - 5.9 PERCENT	9	1,953		•	9	1,953
	6.0 - 6.9 PERCENT	7	642	dent	342	-	300
	7.0 - 7.9 PERCENT	-	520			-	520
	8.0 PERCENT AND OVER		200			~	200
NON-MANUFACTURING	TOTAL	58	49,218	9	4,544	52	44,674
EXCL CONSIRUCTION	UNDER 2.0 PERCENT	S	2,562	٠		5	2,562
	2.0 - 2.9 PERCENT	411	706	-gove	706	٠	

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987 BY SIZE OF INCREASE

		4		AGREEMENTS COST-OF-LI	AGREEMENTS WITH COST-OF-LIVING	AGREEN	AGREEMENTS WITHOUT COST-OF-
		ALL AG	AGKET MENIS	3	AUSE	LIVIN	
		AGRIS	EMPLS	AGRIS	EMPLS	AGRTS	EMPLS
NON-MANUFACTURING	3.0 - 3.9 PERCENT	L.	4,796	-	673	9	4,123
EXCL CONSTRUCTION	4.0 4.9 PERCENT	17	11,580	М	1,165	14	10,415
	5.0 · 5.9 PERCENT	17	22,924	***	2,000	16	20,924
	6.0 - 6.9 PERCENT	7	4,415		•	7	4,415
	7.0 - 7.9 PERCENT	2	1,500		٠	2	1,500
	8.0 PERCENT AND OVER	2	735		٠	7	735
CONSTRUCTION	TOTAL	4	300		٠	-	300
	4.0 - 4.9 PERCENT	+-	300		٠	-	300
PRIVATE SECTOR	TOTAL	63	75,480	20	58,241	43	17,239
	UNDER 2.0 PERCENT	15	56,816	10	54,277	വ	2,539
	2.0 - 2.9 PERCENT	9	2,251	വ	1,951	wer.	300
	3.0 - 3.9 PERCENT	15	6,810	М	1,360	12	5,450
	4.0 - 4.9 PERCENT	15	5,518	-	311	14	5,207
	5.0 - 5.9 PERCENT	7	2,273			7	2,273
	6.0 - 6.9 PERCENT	m	1,092	~	342	2	750
	7.0 - 7.9 PERCENT	+-	520	•	٠	+	520
	8.0 PERCENT AND OVER	+-	200			-	200
PUBLIC SECTOR	TOTAL	50	45,434	9	4,544	44	40,890
	UNDER 2.0 PERCENT	-	373	٠	٠	-	373
	2.0 - 2.9 PERCENT	-	706	-	706		
	3.0 - 3.9 PERCENT	9	4,471	+	673	ល	3,798

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987 BY SIZE OF INCREASE

AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	EMPLS	9,915	20,604	3,965	1,500	735
AGREEMENTS WITHOUT COST- LIVING CLAUS	AGRTS	13	1	. 9	2	2
AGREEMENTS WITH COST-OF-LIVING CLAUSE	EMPLS	1,165	2,000			٠
AGREEME COST-OF CLA	AGRTS	ო	-		,	
ALL AGREEMENTS	EMPLS	11,080	22,604	3,965	1,500	735
ALL AGR	AGRTS	16	16	9	2	2
		4.0 - 4.9 PERCENT	5.0 - 5.9 PERCENT	6.0 - 6.9 PERCENT	7.0 - 7.9 PERCENT	8.0 PERCENT AND OVER
		PUBLIC SECTOR				

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1986 TO FOURTH QUARTER OF 1986

		ALL	AGREEMENTS	STS	AGRE	AGREEMENTS WITH COST-OF-LIVING CLAUSE	NG	AGREEM	AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	HOUT
		AGRTS	EMPLS	PER	AGRTS	EMPLS	PER	AGRTS	EMPLS	PER
	ALL AGREEMENTS	211	108,348	3.9	19	10,996	2.5	192	97,352	4.1
QUARIER 1986	PRIVATE SECTOR	52	34,259	2.7	00	10,766	2.4	37	23,493	2.9
	PUBLIC SECTOR	156	74,089	4.4		230	4.4	155	73,859	4.4
FIRST QUARTER	ALL AGREEMENTS	109	79,569	4.4	19	25,168	3.5	06	54,401	4.8
198/	PRIVATE SECTOR	44	22,345	3.7	15	7,208	1.9	29	15, 137	4.6
	PUBLIC SECTOR	65	57,224	1.6	4	17,960	4.2	61	39,264	4.8
	ALL AGREEMENTS	185	147,627	4.1	36	26,085	2.0	149	121,542	4.5
QUARIER 1987	PRIVATE SECTOR	91	53,020	2.9	31	19,946	1.1	09	33,074	3.9
	PUBLIC SECTOR	94	94,607	4.7	រេ	6,139	4.6	8	88,468	4.7
THIRD QUARTER	ALL AGREEMENTS	105	96,373	3.7	16	30,236	1.6	8	66,137	4.7
198/	PRIVATE SECTOR	49	36,370	3.0	14	21,268	2.0	32	15,102	4.4
	PUBLIC SECTOR	56	60,003	4.2	2	8,968	0.7	54	51,035	4.9
FOURTH	ALL AGREEMENTS	113	120,914	3.5	26	62,785	2.2	87	58,129	4.9
QUARTER 1307	PRIVATE SECTOR	63	75,480	2.5	20	58,241	2.0	43	17,239	4.0
	PUBLIC SECTOR	50	45,434	5.2	9	4,544	4.3	44	40,890	5.3

*BENEFITS NEGOTIATED SEPARATELY. FIGURES ARE NON-ADDITIVE. A SETTLEMENT MAY ESTABLISH OR CHANGE MORE THAN ONE TYPE OF BENEFIT.

CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	113	100.0	120914	100.0
CHANGES IN ONE OR MORE BENEFITS	105	92.9	1,13534	93.9
PAID HOLIDAYS	13	11.5	4480	3.7
PAID VACATION	36	31.9	14469	12.0
OTHER PAID LEAVES	30	26.5	62689	51.8
HOSPITAL AND MEDICAL	58	51.3	94301	78.0
DENTAL	. 69	61.1	99124	82.0
SICKNESS AND ACCIDENT	28	24.8	61225	50.6
LONG TERM DISABILITY	25	22.1	61192	50.6
LIFE INSURANCE	4	36.3	68839	56.9
PENSIONS	45	39.8	72079	59.6
OTHER BENEFITS	. 48	42.5	23093	19.1
SETTLEMENTS NOT CHANGING ANY BENEFITS	9	5.3	3424	2.8
SETTLEMENTS FOR WAGES ONLY.	4-	6.0	3436	2.8
FIRST AGREEMENTS	que	6.0	520	0.4

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987 BY SECTOR

DURATION OF NEGOTIATIONS	T(TOTAL	PRIVATE SECTOR	SECTOR	PUBLIC	PUBLIC SECTOR	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	
TOTAL	113	120,914	63	75,480	50	45,434	
1-3 MONTHS	39	69,824	31	61,881	00	7,943	
4-6 MONTHS	35	17,495	21	9,022	14	8,473	
7-9 MONTHS	24	17,299		4,577	5	12,722	
10-12 MONTHS	O	6,466		٠	o	6,466	
13 MONTHS AND DVER	C	088			C	088 6	

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY SECTOR

STAGE OF SETTLEMENT) I	TOTAL	PRIVATE	PRIVATE SECTOR	PUBLIC	PUBLIC SECTOR
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	2	120,914	63	75,480	20	45,434
DIRECT BARGAINING	37	26,370	12	5,995	25	20,375
CONCILIATION.	î.	7,268	10	3,915	D.	3,353
POST CONCILIATION BARGAINING	20	57,409	17	56,582	<u>ო</u>	827
MEDIATION	20	7,068	16	5,453	4	1,615
POST MEDIATION BARGAINING	2	475	2	475	٠	٠
ARBITRATION	+-	390		٠	7	390
WORK STOPPAGE	14	14,289	Q	3,060	00	11,229
OTHER	4	7,645		٠	4	7,645

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1988

Research and Analysis Unit Industrial Relations Division Ontario Ministry of Labour

July 1988

Hon. Gregory Sorbara Minister Glenn R. Thompson Deputy Minister



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1988. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto July, 1988



Wage Developments in Collective Bargaining Settlements in Ontario First Quarter, 1988

During the first quarter of 1988, settlements were negotiated in 167 collective agreements covering 200 or more Ontario employees. A total of 96,104 employees were affected by these settlements, concentrated in health services, transportation and local administration.

Wage Adjustments

The first quarter settlements provided increases on base wage rates averaging 3.8% over the term of the agreements, up from 3.5% for settlements in the fourth quarter of 1987. (See Chart 1 and Tables 1 and 6.) The 3.8% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. Private sector settlements averaged 3.5% while

settlements in the public sector averaged 4.0%.

In the health services industry, nurses working in hospitals all across the province negotiated 3-year renewal agreements; in transportation, numerous agreements with railway workers represented by several unions were renewed; and in local administration, the Metropolitan Toronto Police uniformed and civilian employees promptly followed up arbitration awards that were handed down in the first quarter with subsequent renewal agreements. Together, the health services settlements at 2.8% on average, transportation at 3.4% and local administration at 5.3% account for over one-half of all the employees. As a result, these non-manufacturing sector agreements dominate the overall 3.8% average.

Altogether the 119 non-manufacturing sector agreements cover 74% of all employees involved in the first quarter settlements and provided an average 3.9% annual increase on the base wage rate. The 47 manufacturing agreements provided an average 3.4%. The dominant manufacturing industries were food and beverage at 3.9%, including the

brewery settlements, and electrical products at 2.0%.

Agreements without a cost-of-living (COLA) clause provided on average 4.0% per year. All of the health services, transportation and local administration agreements were without a COLA and consequently agreements without COLA dominate in the first quarter average. The 25 COLA agreements provided an annual average increase of 2.8% on the base rate. The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Twenty of the 25 agreements with COLA are in manufacturing industries and provide 2.4% on average.

Over one-half of the first quarter settlements are for a 3-year term, and again reflect the impact of the nurses' province-wide settlement. (See Table 2.) A further 30% of the agreements are for 2 years. The usual pattern of smaller average increases for longer term agreements is shown: 5.2% for 1-year agreements, 4.4% for 2-year agreements and 2.9% for 3-year agreements. At the same time, agreements with COLA tend to be for a longer term. (See Tables 3 and

4.) All 17 of the 1-year agreements are without COLA.

Benefit Changes

Existing benefits were changed or new ones were established in first quarter settlements of 160 agreements covering 93,090 employees. Dental, life insurance and hospital and medical plans were the benefits most affected (See Table 7.)

The most common changes in insurance plans involved improvements in dental care plans in 133 agreements covering 68,182 employees, mostly consisting of the updating of benefit fee schedules, and increasing the maximum claims.

Negotiations

The fourth quarter settlements were reached in an average of 5.7 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, the same average period as in the fourth quarter of 1987. (See Table 8.) Only 9% of the agreements covering 19% of the employees took longer than one year to negotiate. Private sector settlements were negotiated in an average of 5.1 months, compared with an average of 6.1 months for the public sector.

Settlements were reached by the parties without outside assistance in 14% of the agreements covering 18% of the employees. (See Tables 9 and 10.) Government assistance was needed in the remaining negotiations, including 25 agreements covering 22,661 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees First Quarter 1986 to First Quarter 1988

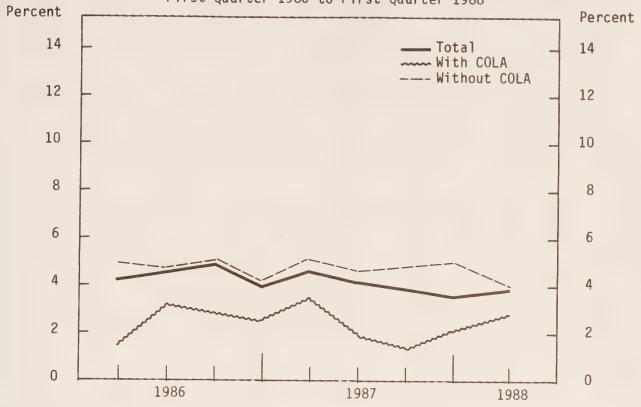


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees

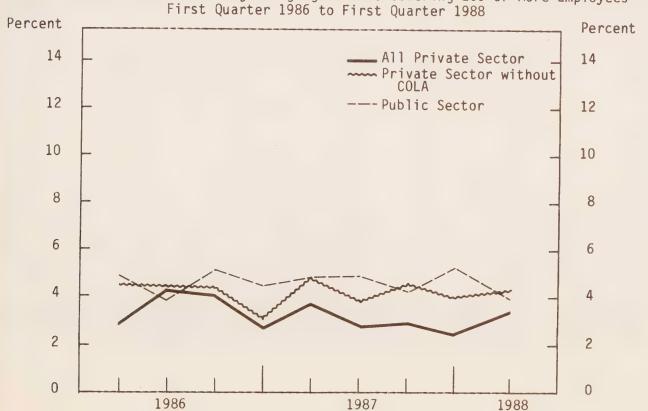


TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988
BY INDUSTRY

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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988 BY INDUSTRY AND DURATION OF AGREEMENT TABLE 2

	ONE	ONE-YEAR AGREEME	REEMEN	NTS	TWO	TWO-YEAR AGREEMENTS	REEMEN	15	THREE	THREE-YEAR AC	AGREEMENTS	STS	Four-1	FOUR-YEAR AGREEMENTS	REEMENT	S
INDUSTRY	AGRIS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	17	19,541	5.2	81.1	51	28,858 28,608	4.4	51.1	98	47,055	2.9	40.0		650	3.7	43.5 43.5
MANUFACTURING	2	1,200	3.7	23.3	20	8,363		52.1	24	14,500	2.6	34.1	-	650	3.7	43.5
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NON-MANUFACTURING(EXCL CONST	15	18,341	5.3	84.9	30	20,245	4.1	49.0	74	32,555	3.0	42.7	ı	ı	1	ı
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WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER
BY INDUSTRY AND DURATION OF AGREEMENT TABLE 3

	ONE .	ONE-YEAR AGREEMEN	REEMEN	SI	- 0M I	TWO-YEAR AGE	AGREEMENTS	S	THREE	THREE - YEAR AC	AGREEMENTS	TS	FOUR-YEAR		AGREEMENTS	S
INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	1 4	i - i	1 - f	1 1	9 9	2,755	4.2	55.7	18	12,720	4.2	35.9		650	3.7	43.5
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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE	ONE-YEAR AGREEMENTS	REEMEN	TS	TWO.	TWO-YEAR AG	AGREEMENTS	TS	THRE	THREE-YEAR A	AGREEMENTS	NTS	FOUR-YEAR		AGREEMENTS	TS
INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	17	19,541	5.2	81.1	44	26,103 25,853	4.4	50.6	80	34,335	3.7	41.6	ł f	1 1	1 1	t †
MANUFACTURING	2	1,200	3.7	23.3	17	7,358	5.0	53.0	∞	3,410	3.9	41.6	ſ		1	1
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WOOD	1	1	,	1	-	285	4.1	38.0	-	275	3.4		1	. 1	- 1	1
FURNITURE, FIXTURES	٠	1	ı	1	-	250		42.0	1		1	1	1	1	ı	1
PAPER	1	1	t	ř	-	350		37.5	ო	1,630	3.6	44.2	,	1	ŧ	1
PRINTING, PUBLISHING	1 3	1 (i (+ (-	795		52.5	1	I .	1		1	1	1	1
FARRICATED METALS	- 1	200	5.0	50.0		364	4 п 0 +	50.0	1 1	1	1	1	1	1	ŀ	1
MACHINERY	1	1	1	*	- 1	2 1	- '	o		1 1	1 1	1 1	1 1	' '	1 (F (
TRANSPORTATION EQUIP	1	1	1	1	-	345	9.1	75.0	2	727	4.7	49.8	4	1		1 1
ELECTRICAL PRODUCTS	ı	1	1	1	1	1	1	ı	1		1		1	1	ı	ŧ
NON-METALLIC MINERALS	1	1	1	1	-	440	4.5	56.5	ı	1	t	ı	1	1	ŧ	1
PETROLEUM, OIL	1	ı	ł	ı	1	1	ŧ	I	t	1	ŧ	1	ŧ	1	1	1
CHEMICALS	1	1	1	í	-	1,350	4.5	57.5	ı	ı	1	1	1	8	ı	1
MISCELLANEOUS MFG	ı	ŀ	1	1	1	I	ě	1	-	425	1.6	15.8	ı	1	F.	ı
NON-MANUFACTURING(EXCL CONST	15	18,341	5.3	84.9	27	18,495	4.0	47.8	72	30,925	3.0	41.6	1	,	ı	ı
FORESTRY	1	1	ı	1	6	1	•	ŧ	-		3.0	46.7	1	1	1	1
MINING, QUARRYING	ı	1	1	t	ı	4		ı	í	1	i	1	ŧ	f	1	ı
TRANSPORTATION	1	ı	ı	ı	13	11,495	ა	38.9	က	4,385	3.7	33.0	ľ	à	ſ	1
COMMINICATIONS	()	, ,	1 1	1 1	1 1	1 1		1 1	1 1	1 1	1 1	1 1	1 1	(:	1	1
ELECTRIC, GAS, WATER	٠	ı	1	1	-	749	0.4	50.5	1	ı	t		1 1	1 1	1 1	
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FINANCE	-	304	5.4	39.0	ł	1	f	ı		ı	•	1	1	+	ı	ı
INSURANCE, REAL ESTATE	ı u		1 5		1 0				1 4	1 (1 (1	I	1	I .
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PERSONAL SERVICES	1	1	1	ŧ	ŧ	*	1	ŀ	2	467	4.7	34.9	ł	ı	ı	1
MISCELLANEOUS SERVICES	1	1	1	ł	-	225	5.3	38.0	ł	1	1		1	ŧ	,	1
FEDERAL ADMINISTRATION	1	ı	4	ı	1	1	1	ı	-	546	3.4	51.6	1	ı	1	1
PROVINCIAL ADMINISTRATION	ŧ	1	1	1	t	1	ı	1	1	1	1	1	1	1	1	1
LOCAL ADMINISTRATION	8	14,262	5.3	88.1	1	1	1	ı	i	1	ŧ	+	1	f	ŧ	ı
CONSTRUCTION	ı	ı	ı	t	-	250	12.9	189.5	1	1	ı	1	ı	ı	1	'

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988 BY SIZE OF INCREASE

				AGREEME	AGREEMENTS WITH	AGREE	AGREEMENTS
		ALL AGE	AGREEMENTS	COST-OF	COST-OF-LIVING CLAUSE	WITHOUT	WITHOUT COST-OF- LIVING CLAUSE
		AGRIS	EMPLS	AGRTS	EMPLS	AGRIS	EMPLS
ALL INDUSTRIES	TOTAL	167	96,104	25	16,125	142	79,979
	NO INCREASE	-	575	-	575	٠	
	UNDER 2.0 PERCENT	7	6,153	9	5,728	-	425
	2.0 - 2.9 PERCENT	64	26,764	2	2,085	62	24,679
	3.0 - 3.9 PERCENT	30	20,293	o	4,712	21	15,581
	4.0 - 4.9 PERCENT	37	20,752	ນ	2,325	32	18,427
	5.0 - 5.9 PERCENT	19	17,814	2	700	17	17,114
	6.0 - 6.9 PERCENT	2	897	٠	٠	2	897
	7.0 - 7.9 PERCENT	qua	353			-	353
	8.0 PERCENT AND OVER	9	2,503	٠		9	2,503
MANUFACTURING	TOTAL	47	24,713	20	12,745	27	11,968
	NO INCREASE	-	575	+	575	,	
	UNDER 2.0 PERCENT	7	6,153	9	5,728	-	425
	2.0 - 2.9 PERCENT	М	2,285	5 2	2,085		200
	3.0 - 3.9 PERCENT	13	6,012	80	3,312	IJ	2,700
	4.0 - 4.9 PERCENT	13	6,170	2	795	-	5,375
	5.0 - 5.9 PERCENT	7	2,428	3	250	9	2,178
	7.0 - 7.9 PERCENT	-	353		6	-	353
	8.0 PERCENT AND OVER	2	737		•	2	737
NON-MANUFACTURING	TOTAL	119	71,141	1 5	3,380	114	67,761
EXCL CONSTRUCTION	2.0 - 2.9 PERCENT	61	24,479		•	61	24,479

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988 BY SIZE OF INCREASE

!		~~	12	9	17	9	0	0	m		വ	_	2	00	4	m	7	(0)	m	(0	0	0	7	10
AGREEMENTS WITHOUT COST-OF LIVING CLAUSE	EMPLS	12,881	13,052	14,936	897	1,516	250	250	20,383		425	1,821	7,17	6,708	2,914	353	987	59,596	22,858	8,406	11,719	14,200	897	1,516
AGREEI WITHOUT LIVING	AGRTS	16	21	1	2	ო	-	-	43		***	2	12	15	6	Ψ=	ო	66	09	6	17	00	2	m
AGREEMENTS WITH COST-OF-LIVING CLAUSE	EMPLS	1,400	1,530	450	٠			78	14,375	575	5,728	2,085	4,712	1,025	250			1,750			1,300	450		
AGREEME COST-OF CLA	AGRTS	-	М	-			•		22	-	9	8	თ	т	-	٠		ო		٠	2	-		
ALL AGREEMENTS	EMPLS	14,281	14,582	15,386	897	1,516	250	250	34,758	575	6,153	3,906	11,887	7,733	3, 164	353	987	61,346	22,858	8,406	13,019	14,650	897	1,516
ALL AGE	AGRIS	17	24	12	2	т	-	-	65	-	7	4	2.1	8	10	*	т	102	09	6	19	6	2	ო
		3.0 - 3.9 PERCENT	4.0 - 4.9 PERCENT	5.0 - 5.9 PERCENT	6.0 - 6.9 PERCENT	8.0 PERCENT AND OVER	TOTAL	8.0 PERCENT AND OVER	TOTAL	NO INCREASE	UNDER 2.0 PERCENT	2.0 - 2.9 PERCENT	3.0 - 3.9 PERCENT	4.0 - 4.9 PERCENT	5.0 - 5.9 PERCENT	7.0 - 7.9 PERCENT	8.0 PERCENT AND OVER	TOTAL	2.0 - 2.9 PERCENT	3.0 - 3.9 PERCENT	4.0 - 4.9 PERCENT	5.0 - 5.9 PERCENT	6.0 - 6.9 PERCENT	8.0 PERCENT AND OVER
		NON-MANUFACTURING EXCL CONSTRUCTION					CONSTRUCTION		PRIVATE SECTOR									PUBLIC SECTOR						

COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1987

YPE OF BENEFIL	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	167	100.0	96104	100.0
CHANGES IN ONE OR MORE BENEFITS	160	95.8	93090	6.96
PAID HOLIDAYS	62	37.1	23725	24.7
PAID VACATION	97	58.1	45543	47.4
OTHER PAID LEAVES	66	59.3	57435	59.8
HOSPITAL AND MEDICAL	113	67.7	60813	63.3
DENTAL	133	9.67	68182	70.9
SICKNESS AND ACCIDENT	23	13.8	97015	100.9
LONG TERM DISABILITY	20	12.0	19720	20.5
LIFE INSURANCE	119	71.3	61971	64.5
PENSIONS	64	38.3	45138	47.0
OTHER BENEFITS	61	36.5	39881	41.5
SETTLEMENTS NOT CHANGING ANY BENEFITS	9	3.6	2014	2.1
FIRST AGREEMENTS	-	9.0	1000	1.0

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1987 TO FIRST QUARTER OF 1988

		ALL	AGREEMENT	SHZ	AGRE	AGREEMENTS WITH COST-OF-LIVING CLAUSE	VI TH ING	AGREEM COST	AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	THOUT
		AGRTS	EMPLS	PER	AGRTS	EMPLS	PER	AGRTS	EMPLS	PER
FIRST QUARTER	ALL AGREEMENTS	109	79,569	4.4	19	25,168	3.5	06	54,401	8.4
000	PRIVATE SECTOR	44	22,345	L .:	15	7,208	1.9	29	15,137	4.6
	PUBLIC SECTOR	65	57,224	4.6	4	17,960	4.2	61	39,264	8.4
SECOND SECOND	ALL AGREEMENTS	185	147,627	4.1	36	26,085	2.0	149	121,542	4.5
	PRIVATE SECTOR	91	53,020	2.9	31	19,946	1.1	09	33,074	g. 8
	PUBLIC SECTOR	94	94,607	4.7	S	6,139	4.6	83	88,468	4.7
THIRD QUARTER	ALL AGREEMENTS	106	96,589	3.8	16	30,236	1.6	06	66,353	4.7
000	PRIVATE SECTOR	49	36,370	3.0	4	21,268	2.0	35	15, 102	4.4
	PUBLIC SECTOR	57	60,219	4.2	2	8,968	0.7	55	51,251	8.4
FOURTH ADDA	ALL AGREEMENTS	119	123,251	3.5	28	63,413	2.2	91	59,838	6.4
OOAN EN 1907	PRIVATE SECTOR	68	77,495	2.5	22	58,869	2.0	46	18,626	0.4
	PUBLIC SECTOR	51	45,756	5.2	9	4,544	4.3	45	41,212	5.3
FIRST QUARTER	ALL AGREEMENTS	167	96,104	ω	25	16, 125	2.8	142	79,979	4.0
0	PRIVATE SECTOR	65	34,758	3.5	22	14,375	2.6	43	20,383	4.2
	PUBLIC SECTOR	102	61,346	4.0	က	1,750	4.4	66	59,596	4.0

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988 BY SECTOR

DURATION OF NEGOTIATIONS	1(TOTAL	PRIVATE SECTOR	SECTOR	PUBLIC	PUBLIC SECTOR
	AGRIS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	167	96,104	65	34,758	102	61,346
1-3 MONTHS	32	22,112	25	14,532	7	7,580
4-6 MONTHS	106	46.022	30	13,641	76	32,381
7-9 MONTHS	∞	6,331	4	2,480	4	3,851
10-12 MONTHS	9	3,769			9	3,769
13 MONTHS AND OVER	15	17,870	9	4,105	σ	13,765
AVERAGE		5.7		5.1		6.1

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988
BY SECTOR

STAGE OF SETTLEMENT	10	TOTAL	PRIVATE	PRIVATE SECTOR	PUBLIC	PUBLIC SECTOR
	AGRIS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	167	96,104	65	34,758	102	61,346
DIRECT BARGAINING	23	17,337	14	7,358	0	9,979
CONCILIATION	82	30,330	14	4,136	68	26,194
POST CONCILIATION BARGAINING	7	3,618	7	3,618		
MEDIATION	22	12,515	16	8,536	9	3,979
ARBITRATION	7	8,993			7	8,993
WORK STOPPAGE	25	22,661	14	11,110	=======================================	11,551
ОТНЕК	-	059		•	-	650

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988

STAGE OF SETTLEMENT	1	TOTAL	<u>-</u> .	1-3 MONTHS	4-6	4-6 MONTHS	7-9	7-9 MONTHS	10-12	10-12 MONTHS	13 MON 0/0	13 MONTHS AND OVER
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	167	96,104	32	22,112	106	46,022	α	6,331	9	3,769	15	17,870
DIRECT BARGAINING	23	17,337	15	12,013	7	4,324	-	1,000			٠	
CONCILIATION	82	30,330	7	2,350	7.1	26,261	←	260	ო	1,459		
POST CONCILIATION BARGAINING	7	3,618	ო	1,350	ო	2,018		•			-	250
MEDIATION	22	12,515	2	545	16	060'6	2	1,220	2	1,660		
ARBITRATION	7	8,993			က	1,728	-	546		٠	က	6,719
WORK STOPPAGE	25	22,661	Ŋ	5,854	9	2,601	က	3,305		٠	-	10,901
ОТНЕВ	-	650					,	•	-	650		



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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1988

Office of Collective Bargaining Information Industrial Relations Division Ontario Ministry of Labour

September 1988



Hon. Gregory Sorbara Minister Glenn R. Thompson Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1988. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Wage Developments in Collective Bargaining Settlements in Ontario Second Quarter, 1988

During the second quarter of 1988, settlements were negotiated in 171 collective agreements covering 200 or more Ontario employees. A total of 209,508 employees were affected by these settlements, concentrated in construction, education and related services and communications.

Wage Adjustments

The second quarter settlements provided increases on base wage rates averaging 5.0% over the terms of the agreements, up from 3.8% for settlements in the first quarter of 1988. (See Chart 2 and Tables 1 and 6.) The 5.0% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. Private sector settlements averaged 5.3%, while settlements in the public sector averaged 4.4%.

In the construction industry, 41 collective agreements covering 94,927 construction workers provided an average 6.2% wage package increase. The majority of the workers affected work in the industrial, commercial and institutional sector of the industry and generally received a total of \$3 over 2 years. Excluding construction, the remaining 66 private sector settlements provided 48,977 employees an average annual increase of 3.6%. Other private sector settlements included a total of 13,435 employees of Inco Ltd. and Algoma Steel Corp., and 10,000 Bell Canada clerical employees working in Ontario.

In the public sector, 28,718 employees in education and related services received an average 4.8% per year. The major education settlement involved 8,700 academic staff members at all the community colleges around the province. The largest public sector settlement in the second quarter of 1988 was between Canada Post Corp. and 9,587 mail handlers and related employees.

Twelve percent of employees affected by the second quarter settlements work in manufacturing industries and received 3.6% per year on average. Forty-three percent of the employees affected were in non-manufacturing, excluding construction and received 4.2%.

Agreements without a cost-of-living (COLA) clause provided an average 5.6% per year, up from 4.1% in the first quarter of 1988. All agreements without COLA excluding construction provided an average 4.7%. The 32 agreements with COLA, which include the Inco Ltd., Algoma Steel Corp., Bell Canada and Canada Post agreements, provided an average 3.1% to the base rate annually. The settlement increases do no include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Over one-half of the second quarter settlements are for a 2-year term, and include all 41 construction settlements. Twenty-seven percent of the agreements are for 3 years and the remaining 14% are for 1 year. All the agreements with COLA are for 2 or 3 years; and all manufacturing industry agreements are for 2 or 3 years.

Benefit Changes

Existing benefits were changed or new ones were established in second quarter settlements of 155 agreements covering 156,544 employees. Dental, hospital and medical plans and pensions were the benefits most affected (See Table 7).

The most common changes in insurance plans involved improvements in hospital and medical plans in 88 agreements covering 95,063 employees.

Negotiations

The second quarter settlements were reached in an average of 4.5 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, down from 5.7 months in the first quarter of 1988. (See Table 8.) Only 5% of the agreements covering 9% of the employees took longer than one year to negotiate. Private sector settlements were negotiated in an average of 3.7 months, compared with an average of 6.0 months for the public sector.

Settlements were reached by the parties without outside assistance in 38% of the agreements covering 31% of the employees. (See Tables 9 and 10.) Government assistance was needed in the remaining negotiations, including 16 agreements covering 29,305 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees Second Quarter 1986 to Second Quarter 1988

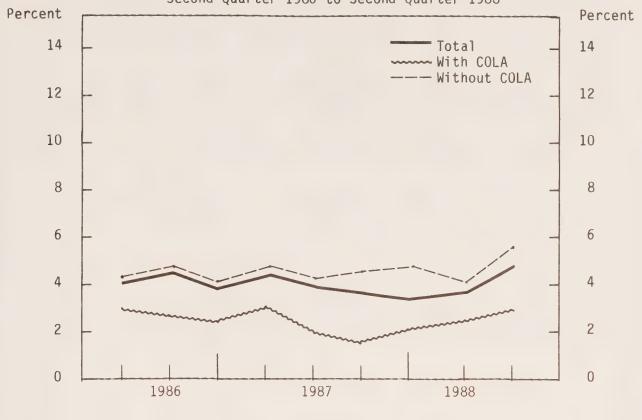
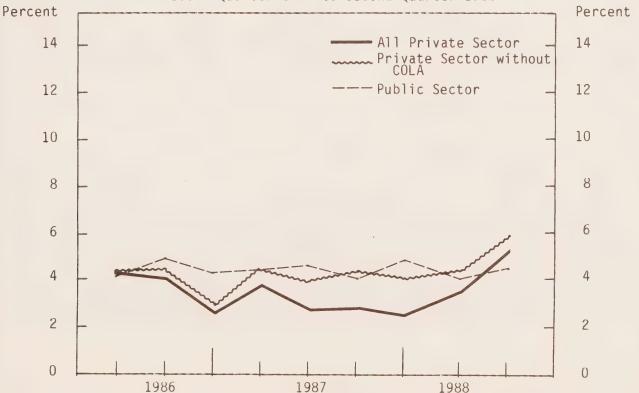


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees Second Quarter 1986 to Second Quarter 1988



7CD NO

136.4

6.2

94.927

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988 BY INDUSTRY TABLE 1

S

THOUT	CENTS PER T HOUR	6 1111.0	23	2 50.9			30.	-		4 34.9	1	35.		62		8 44.7	53.	45.	22.	97.	58.	43.	1	79.	0 46.7	. 99	76.	1,		47.	5 44.4	7.	20	72.3	54				1		0 78.9	00
NI NG	PER	4.7		4						3.4			3.8	- 1						9	4				3.0									4			ເນ				2.0	
AGREEMENTS	EMPLS	164,963 70,036	73	1.080		485	245	099	t	505	ı	240	1,045	437	ŀ	$^{\circ}$	251	0	Ö	1,564	9	205	f	61,303	1,750	27	1,945	1		1,025	292	1,892	1 00		4		4,970	210	1		8,852	9
0	AGRTS	139	26) ෆ		-	-	2	1	2	ı	-	ო	-	1	ო	-	-	-	က	2	-	8	72	က	-	4	•	1	7	- (7	1 *	- m	00	ì	2	-		ſ	7	12
WITH G CLAUSE	CENTS PER HOUR	34.2		39.0		28.0		ı	1	t	1	1	1	ı	6	49.7	21	27.3	4	t	1	1	31.7	30.6	1	35.0	52.7		26.8	ı	ı	ı	1 8	75.1		1	ı	1	ŧ	ı	i	ı
MENTS WI	PER	. w 		2.9		2.5		1	1	1	1	1	1	1		4.4				1	ŀ	1	2.8	3.1	ı	5.6			3.4	1	9			5.0		1	1	ŧ	1	ě	1	ı
AGREE OST-OF-	EMPLS	44,545	47	2		229		,	1	1	ı	4	1	ı	9,463	2	Ñ	, 63	645	í	1		235	28,068	1	7,095	750		19,587	ı	1	ì	1 1	636		ı	1	1	ı	ı	1	1
O	AGRTS	32	23	4	+	*	- 1	1		1	1	1	ı	1	6	-	2	က	2	I	1	ı	-	6	1	ດ	-	1	7	ı	1	1	1 1	+	1	ı	1	ı	ě	ı	ı	4
S	CENTS PER HOUR	94.7	44.7			4				34.9	f	5	3	2	9.	45.9	ന	0	ო	7	. 00	M			46.7	0	0			7	4 (1.5	72.3	4		0	22.0	ı		78.9	
AGREEMENT	PER	5.0		. n				4.3	1	3.4	1					4.7									3.0						3.0			4		1	5.7		1		2.0	
ALL AGE	EMPLS	209,508		8		714	245	0	ŧ	505	6	240	1,045	437	9,463			2,031		1,564	260	205	235	89,371	1,750		2,695		19,587	.02	292	7,892	1 00 4	28.718			4,970	210	ı		8,852	6,109
	AGRTS	171	49					. ~				-	က	-	6	4	က	4	ന	က	2	-	-	8 1	က	9	S	4	2	7	- (7	(*	34	00	í	2	-	1	ı	2	12
	INDUSTRY	ALL INDUSTRIES (INCL CONST)		FOOD, BEVERAGES	TOBACCO	PLASTICS	LEATHER	TEXTILES	KNITTING MILLS	CLOTHING	WOOD	FURNITURE, FIXTURES	PAPER	PRINTING, PUBLISHING	PRIMARY METALS	FABRICATED METALS	MACHINERY	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	CHEMICALS	MISCELLANEOUS MFG	NON-MANUFACTURING(EXCL CONST)	FORESTRY	MINING, QUARRYING	TRANSPORTATION	STORAGE	COMMUNICATIONS	ELECTRIC, GAS, WATER	WHOLESALE TRADE	KELAIL IKADE	FINANCE	FOUCATION RELATED SERVICES	HEALTH, WELFARE SERVICES	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION .	LOCAL ADMINISTRATION

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988

BY INDUSTRY AND DURATION OF AGREEMENT

ONE-VEAR AGREEMENTS TWO -VEAR AGREENTS THREE-VEAR	ACREMENT
	THREE-VEAR AGREEMENT
	AGREMENTS
STNEMENTS	TWO - VEAR
	F-VFAP ACREEMENTS

Formal		ONE	-YEAR AG	AGREEMENTS	ITS	TWO	TWU-YEAR AG	AGREEMENTS	1TS	THREE-Y	EAR	AGREEMENT	STN
24 23,331 5.0 79.0 100 149,791 5.6 111.0 47 36,326 2.9 37. 24 23,391 5.0 79.0 199 54,864 4.5 67.1 47 36,326 2.9 37. 25 1,340 1.2 15.2 29 12,464 4.4 45. 37. 36. 37.	INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	GRI	EMPLS	PER	CENTS PER HOUR
2 1,340 1.2 15.5 8 29 12,109 3.1 36. 87. 8 15. 1.0 1.0 1.2 1.2 1.2 1.2 1.2 1.2 1.2 1.2 1.2 1.2	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	24	3,39		0	00	49,79	100	11167	47	6,32		7.
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TABLE 3

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OF 19																																				
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AVERAGE ANNUAL I WITH COST-OF-LIVING CL		INDUSTRY	ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	MANUFACTURING	FOOD, BEVERAGES	RUBBER, PLASTICS	LEATHER	KNITING MILLS	CLOTHING	WOOD	PAPER	PRINTING, PUBLISHING	PRIMARY METALS	FABRICATED METALS	TRANSPORTATION FOULD	ELECTRICAL PRODUCTS	NON-METALLIC MINERALS	PETROLEUM, OIL	CHEMICALS		NON-MANUFACIURING(EXCL CONSI	MINING, QUARRYING	TRANSPORTATION	STORAGE	FLECTRIC GAS WATER	WHOLESALE TRADE	RETAIL TRADE	FINANCE	INSURANCE, REAL ESTATE	LEALTH WELFADE SERVICE	RECREATIONAL SERVICES .		PERSONAL SERVICES	MISCELLANEOUS SERVICES	FEDERAL ADMINISTRATION	LOCAL ADMINISTRATION

CONSTRUCTION

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988
BY INDUSTRY AND JURATION OF AGREEMENT TABLE 4

	ONE	ONE-YEAR AG	AGREEMENTS	IS	TWO	TWO-YEAR AG	AGREEMENTS	TS	THREE	THREE-YEAR A	AGREEMENT	STN	
INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	24	23,391	5.0	79.0	90	35, 162	5.8	121.8	25	11,483	4.2	53.4	
MANUFACTURING	1	1	1	4	15	ത			11	3,839		42.7	
FOOD, BEVERAGES	1	1	ı	1	-	$^{\circ}$	4.9		2	740	3.9		
TOBACCO	ı	ı	ı	1	1	ı	ı	ı	1		1		
	ı	ı	1	1	ı	1	ı	ı	-	485	4.8	38.0	
	1	1	1	1	1	ı			-	245	4.5	39.7	
:	1	1	1	1	-	250	4.7	47.5	-	4 10	4.1	37.7	
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PRINTING, PUBLISHING	ı	ı	ı	ı	-	437		2	1 1				
PRIMARY METALS	- (ı	ı	1	1	1	1		1	å	ł	1	
FABRICATED METALS	1	ı	1	1	2	428	5.3	44.5	-	208		5	
MACHINERY	ŀ	1	4	•	1	ı	1	4	-	251	4.0	ო	
TRANSPORTATION EQUIP	ı	1	1	1	1		1		-	400		45.3	
ELECTRICAL PRODUCTS	t	i .	ı	1	-			22.0		(
NON-METALLIC MINERALS	1	ı	ı	ı	7	1,279		105.6	-	285	4.00	61.7	
PETROLEUM, OIL	ŧ.	ı	ı	1	7	560	. 5 . 5		ł	1	l	1	
CHEMICALS	1	1	+	•	-	202		43.0	ŧ	ı	ı	ı	
MISCELLANEOUS MFG	ł	ı	1	1	ı	1	1	ı	ı	1	ı	F	
NON-MANUFACTURING(EXCL CONST	24	23,391	5.0	0.64	34	30,268	4.7	85.8	14	,64	4.1	ω.	
FORESTRY	f	1	1	1	4	1			ო	1,750	Υ,	46.7	
MINING, QUARRYING	1				-	273	4.5	9	1 -			4	
TRANSPORTATION		205	11.0	125.0	7	496	4. 1	49.9	-	1,244	4.3	79.3	
STORAGE	E	1	ı	1	ŧ	•	t	1	ı	1	l	ı	
COMMUNICALIONS		í	1	1	, (1 11		1		1		1	
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INSURANCE REAL ESTATE	1	1	•	1	-	1.400	4.5	35.0	ı	1	a a	ı	
EDUCATION, RELATED SERVICE	13	8,008	4.8	9	16		4.8	9.	4	2,420	4.8	78.4	
HEALTH, WELFARE SERVICES .	2	2,750		61.8	က	1,025		7	m	72	4.3		
RECREATIONAL SERVICES	•	1	1	•	ł	1	1	1	1	ŧ	1	ı	
MANAGEMENT SERVICES	ı	ı	ŧ	ı	-quan	4,500	5.5	225.0	diene	7	7.6	9	
PERSONAL SERVICES	1	1	1	1	ł	ł	1	ı	-	210		22.0	
MISCELLANEOUS SERVICES	1	1	1	1	1	1	ı	1	1	1	1	1	
FEDERAL ADMINISTRATION	ı	ı	1	1)	1		F	1	ì	1	ı	
PROVINCIAL ADMINISTRATION	2	8,852	5.0	78.9	1				ı	1	1	1	
LOCAL ADMINISTRATION	9	,57		Ŋ.	9	2,533	4.8	65.4	ı	1	1	ı	
NOTICEMENT	- 1	i	1	ı	41	94.927	6.2	136.4	1	ı	ı	1	
						9							

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988 BY SIZE OF INCREASE

		ALL AGE	AGREEMENTS	AGREEMI COST-OF CL	AGREEMENTS WITH COST-OF-LIVING CLAUSE	AGREEN WITHOUT LIVING	AGREEMENTS THOUT COST-OF- IVING CLAUSE
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES	TOTAL	171	209,508	32	44,545	139	164,963
	NO INCREASE	m	3,070	2	2,000	-	1,070
	UNDER 2.0 PERCENT	6	13,128	7	11,886	0	1,242
	2.0 - 2.9 PERCENT	12	10,059	o	600'6	М	1,050
	3.0 - 3.9 PERCENT	4	5,324	2	920	12	4,404
	4.0 - 4.9 PERCENT	59	60,417	Ø	18,877	5.1	41.540
	5.0 - 5.9 PERCENT	38	39,862	4	1,853	34	38,009
	6.0 - 6.9 PERCENT	23	58,494	٠	•	23	58,494
	7.0 - 7.9 PERCENT	10	18,049		٠	10	18,049
	8.0 PERCENT AND OVER	ო	1,105	•		е	1,105
MANUFACTURING	TOTAL	49	25,210	23	16,477	26	8,733
	NO INCREASE	2	2,000	2	2,000		
	UNDER 2.0 PERCENT	Ŋ	2,144	4	1,724	-	420
	2.0 - 2.9 PERCENT	ω	3,409	00	3,409		
	3.0 - 3.9 PERCENT	9	1,961	-	270	ນ	1,691
	4.0 - 4.9 PERCENT	20	12,685	9	8,607	14	4,078
	5.0 - 5.9 PERCENT	9	1,732	7	467	4	1,265
	6.0 - 6.9 PERCENT	-	400	,	•	+	400
	7.0 - 7.9 PERCENT	-	879	•	٠		879
NON-MANUFACTURING	TOTAL	8	89,371	6	28,068	72	61,303
EACE CONSTRUCTION	NO INCREASE	-	1,070	٠	٠	-	1,070

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988 BY SIZE OF INCREASE

		ALL AGE	AGREEMENTS	AGREEME COST-OF CL/	AGREEMENTS WITH COST-OF-LIVING CLAUSE	AGREEN WITHOUT LIVING	AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE
		AGRIS	EMPLS	AGRTS	EMPLS	AGRIS	EMPLS
NON-MANUFACTURING	UNDER 2.0 PERCENT	4	10,984	е	10,162	-	822
EACE CONSTRUCTION	2.0 - 2.9 PERCENT	2	5,850	-	5,600	-	250
	3.0 - 3.9 PERCENT	∞	3,363	-	650	7	2,713
	4.0 - 4.9 PERCENT	34	45,099	2	10,270	32	34,829
	5.0 - 5.9 PERCENT	28	20,480	2	1,386	26	19,094
	6.0 - 6.9 PERCENT	7	1,850			2	1,850
	7.0 - 7.9 PERCENT	-	470			-	470
	8.0 PERCENT AND OVER	-	205			que	205
CONSTRUCTION	TOTAL	4 1	94,927		٠	4 1	94,927
	2.0 - 2.9 PERCENT	2	800		٠	7	800
	4.0 - 4.9 PERCENT	ß	2,633		٠	S	2,633
	5.0 - 5.9 PERCENT	4	17,650			4	17,650
	6.0 - 6.9 PERCENT	20	56,244		٠	20	56,244
	7.0 - 7.9 PERCENT	00	16,700			ω	16,700
	8.0 PERCENT AND OVER	2	006			7	006
PRIVATE SECTOR	TOTAL	107	143,904	30	34,322	77	109,582
	NO INCREASE	ო	3,070	7	2,000	-	1,070
	UNDER 2.0 PERCENT	00	3,541	9	2,299	7	1,242
	2.0 - 2.9 PERCENT	11	9,809	Ø	600'6	2	800
	3.0 - 3.9 PERCENT	12	4,867	2	920	10	3,947
	4.0 - 4.9 PERCENT	29	26,478	ω	18,877	21	7,601

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988 BY 517E OF INCREASE

		ALL AG	ALL AGREEMENTS	AGREEME COST-OF	AGREEMENTS WITH COST-OF-LIVING CLAUSE	AGREE WITHOUT LIVING	AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
PRIVATE SECTOR	5.0 - 5.9 PERCENT	13	24,832	т	1,217	10	23,615
	6.0 - 6.9 PERCENT	18	52,153		٠	18	52, 153
	7.0 - 7.9 PERCENT	10	18,049	٠	٠	10	18,049
	8.0 PERCENT AND OVER	М	1,105			М	1,105
PUBLIC SECTOR	TOTAL	64	65,604	2	10,223	62	55,381
	UNDER 2.0 PERCENT	-	9,587	~	9,587		
	2.0 - 2.9 PERCENT	-	250		•	-	250
	3.0 - 3.9 PERCENT	2	457	•	•	2	457
	4.0 - 4.9 PERCENT	30	33,939		٠	30	33,939
	5.0 - 5.9 PERCENT	25	15,030	-	636	24	14,394
	6.0 - 6.9 PERCENT	Ω	6,341	٠	•	Ŋ	6,341

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1987 TO SECOND QUARTER OF 1988

TABLE 6

		ALL	AGREEMENTS	SLZ	AGRE	AGREEMENTS WITH COST-OF-LIVING CLAUSE	WITH	AGREEM COST	AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	HOUT	
		AGRIS	EMPLS	PER	AGRTS	EMPLS	PER	AGRTS	EMPLS	PER	
	ALL AGREEMENTS	186	147,902	4.1	37	26,360	2.0	149	121,542	4.5	
QUARTER 1987	PRIVATE SECTOR	92	53,295	2.9	32	20,221	1.2	09	33,074	9.0	
	PUBLIC SECTOR	94	94,607	4.7	5	6,139	4.6	89	88,468	4.7	
THIRD QUARTER	ALL AGREEMENTS	106	96,589	3.8	16	30,236	1.6	06	66,353	4.7	
1987	PRIVATE SECTOR	49	36,370	3.0	4	21,268	2.0	32	15,102	4.4	
	PUBLIC SECTOR	57	60,219	4.2	2	8,968	0.7	52	51,251	4.8	
	ALL AGREEMENTS	121	126,051	3.5	28	63,413	2.2	93	62,638	4.9	
QUARTER 1987	PRIVATE SECTOR	68	77,495	2.5	22	58,869	2.0	46	18,626	4.0	
	PUBLIC SECTOR	53	48,556	5.2	9	4,544	4.3	47	44,012	5.2	
FIRST QUARTER	ALL AGREEMENTS	177	101,490	3.8	26	17,366	2.6	151	84,124	4.1	
1988	PRIVATE SECTOR	69	36,854	3.5	23	15,616	2.4	46	21,238	4.3	
	PUBLIC SECTOR	108	64,636	4.0	М	1,750	4.4	105	62,886	4.0	
	ALL AGREEMENTS	171	209,508	5.0	32	44,545	3.1	139	164,963	5.6	
QUARTER 1988	PRIVATE SECTOR	107	143,904	5.3	30	34,322	3.5	77	109,582	5.9	
	PUBLIC SECTOR	64	65,604	4.4	2	10,223	1.7	62	55,381	4.9	

CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988 TABLE 7

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	171	100.0	209508	100.0
CHANGES IN ONE OR MORE BENEFITS	155	90.6	156544	74.7
PAID HOLIDAYS	9	3.5	11654	5.6
PAID VACATION	47	27.5	57400	27.4
OTHER PAID LEAVES	38	22.2	43560	20.8
HOSPITAL AND MEDICAL	80	51.5	95063	45.4
DENTAL	83	48.5	75119	35.9
SICKNESS AND ACCIDENT	22	12.9	15291	7.3
LONG TERM DISABILITY	16	9.4	8018	3.8
LIFE INSURANCE	54	31.6	30813	14.7
PENSIONS	89	39.8	71067	33.9
OTHER BENEFITS	75	43.9	77752	37.1
SETTLEMENTS NOT CHANGING ANY BENEFITS	13	7.6	47841	22.8
WAGES ONLY AGREEMENTS	-	9.0	4598	2.2
FIRST AGREEMENTS	2	1.2	525	0.3

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988 EX SECTOR

DURATION OF NEGOTIATIONS	10	TOTAL	PRIVATE SECTOR	SECTOR	PUBLIC	PUBLIC SECTOR
	AGRIS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	171	209,508	107	143,904	64	65,604
1-3 MONTHS	88	91,984	64	76,981	24	15,003
4-6 MONTHS	61	80,144	37	60,032	24	20,112
7-9 MONTHS		10,332	4	2,595	7	7,737
10-12 MONTHS	7	9,125			7	9,125
13 MONTHS AND OVER	o	17,923	2	4,296	7	13,627
AVERAGE		4.5		3.7	9	0.9

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988
BY SECTOR

STAGE OF SETTLEMENT)T	TOTAL	PRIVATE	PRIVATE SECTOR	PUBLIC	PUBLIC SECTOR
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	171	209,508	107	143,904	64	65,604
DIRECT BARGAINING	65	64,633	25	30,622	40	34,011
CONCILIATION	19	12,286	4	10,696	Ŋ	1,590
POST CONCILIATION BARGAINING	24	15,758	8	14,043	9	1,715
MEDIATION	42	71,944	33	55,638	6	16,306
POST MEDIATION BARGAINING		3,600	-	3,600		
ARBITRATION	2	1,230	٠		0	1,230
WORK STOPPAGE	16	29,305	16	29,305		٠
DIHER	2	10,752		٠	2	10,752

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988

TABLE 10

STAGE OF SETTLEMENT	T	TOTAL	1-3	1-3 MONTHS	4-6	4-6 MONTHS	7-9	7-9 MONTHS	10-12	10-12 MONTHS	13 MON 0	13 MONTHS AND OVER
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	171	209,508	80	91,984	61	80,144	1-1	10,332	2	9,125	O	17,923
DIRECT BARGAINING	65	64,633	40	36,787	20	20,104	m	6,317	-	425	-	1,000
CONCILIATION	19	12,286	11	8,884	9	2,652	2	750				
POST CONCILIATION BARGAINING	24	15,758	14	12,146	00	2,987	qu.	350			-	275
MEDIATION	42	71,944	16	28,017	20	29,217	ო	1,640	-	8,700	2	4,370
POST MEDIATION BARGAINING	4-	3,600	-	3,600		•						٠
ARBITRATION	2	1,230	٠	•	•			٠		•	7	1,230
WORK STOPPAGE	16	29,305	9	2,550	7	25, 184	2	1,275		٠	~	296
OTHER	2	10,752	٠	,	,	•	٠	•		٠	2	10,752



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1988



Office of Collective Bargaining Information Industrial Relations Division Ontario Ministry of Labour

December 1988

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1988. The data were drawn from the monthly reports on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Wage Developments in Collective Bargaining Settlements in Ontario Third Quarter, 1988

During the third quarter of 1988, settlements were negotiated in 101 collective agreements covering 200 or more Ontario employees. A total of 77,259 employees were affected by these settlements, concentrated in construction, retail trade and transportation.

Wage Adjustments

The third quarter settlements provided increases on base wage rates averaging 4.5% over the terms of the agreements, down from 5.1% for settlements in the second quarter of 1988. (See Chart 2 and Tables 1 and 6.) The 4.5% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. Private sector settlements averaged 4.4%, while settlements in the public sector averaged 4.7%.

Manufacturing industry settlements accounted for 26 of the 101 agreements ratified in the third quarter of 1988 and 11,166 or 14% of the employees. They provided on average a 5% annual base wage increase. In the construction industry, 10 agreements covering 15% of the total employees provided an average 5.9% annual base wage increase. The remaining 65 agreements and 54,258 employees were in non-manufacturing industries, where the settlements provided an average annual base wage increase of 4.1%.

Settlements in the private sector were concentrated in retail trade, transportation and communication. In the public sector, new contracts with federal, provincial and local administration employers covered 15,951 employees. Together with the settlements in the education and health services industries, these five public sector areas account for 57% of the non-manufacturing agreements and 47% of the employees.

Agreements without a cost-of-living (COLA) clause provided an average 4.6% per year, down from 5.6% in the second quarter of 1988. All agreements without COLA excluding construction provided an average 4.4%. Only 14 agreements covering 12,535 employees included a COLA. The agreements with COLA provided an average 3.7% annual base wage increase. The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Thirty-seven percent of the third quarter settlements were for a term of 3 or more years, 50% were for a 2-year term, and only 14 agreements were for one year. All the agreements with a COLA were for a 2-year or 3-year term.

Benefit Changes

Existing benefits were changed or new ones were established in third quarter settlements of 90 agreements covering 58,481 employees. Hospital and medical insurance plans, paid vacation, dental plans and pensions were the benefits most affected (See Table 7).

The most common changes in paid vacation involved the service requirement for 5 weeks of vacation. In 3 agreements, a provision for 5 weeks was introduced and in 7 agreements the service requirement for 5 weeks

of vacation was reduced to 19, 18, or 17 years. A new provision for 6 weeks of vacation was established in 6 agreements, and a new provision for 7 weeks was established in 3 agreements.

Negotiations

The third quarter settlements were reached in an average of 6.2 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, up from 4.5 months in the second quarter of 1988. (See Table 8.) Seventy percent of the agreements covering 64% of the employees took six months or less to negotiate. Private sector settlements were negotiated in an average of 4.9 months, compared with an average of 7.8 months for the public sector.

Settlements were reached by the parties without outside assistance in 37% of the agreements covering 33% of the employees. (See Tables 9 and 10.) Government assistance was needed in the remaining negotiations, including 15 agreements covering 14,830 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees

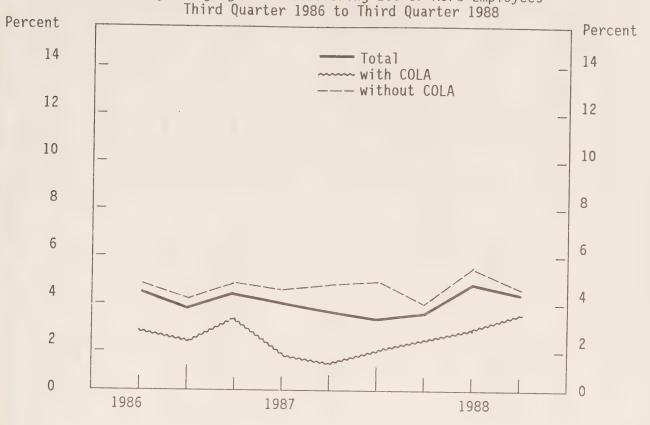


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees
Third Quarter 1986 to Third Quarter 1988

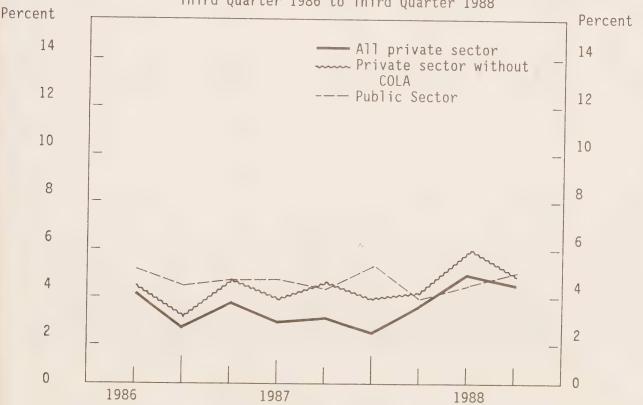


TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988

BY INDUSTRY

AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	CENTS PER PER EMPLS CENT HOUR	4,724 4.6 66.9 2,889 4.4 51.8	891 5.9 63.	,687 5.5	88 6.0 96.	1 4	47.	73 5.2 54.	r	75 4.6 25.	.	30 5.5 45.	25 4.3 61	1		12.8 11	3 4.5 51.	0 6.4 50.			\$ 1			.1 50.	545 3.0 46.	1,030 7.5 79.6	,362 4.6 67.	L (2,958 3.0 25.6	5 5 45 1	073 4 0 10.		1	.717 7.1 77.	742 4.4 42	,000 3.4 95.	1	3.1 22.	1 1	853 3.5 49.	,036 5.2 59.	,062 5.1 83	0 0
AGR	AGRTS	87 64		4	*-	1	-	m	1	2	-	-	2	8	ŧ.	•	-	-	ŀ		t			4		2				1 +			1			2	f	2		9			Ç
TH. AUSE	CENTS PER HOUR	51.9	46.6	5	1	ı	ı	1	ı	1		10.0	ı		6.7	1		27.6	ı	ı	1			54.7		17.7		(62.5	1 1	ı	1	ı	1	1	ł	30.5	ı	ł	ı	ı	1	1
NTS WIT	PER	3.7	3.4	4.7	1	1	ı	1	t	\$	ŀ	1.	ı	ł	0.5	F		2.1	1	1	,		1	3,9	1		4.7		4.7	1 1				ł	1	9	4.3	1	1	1	4	1	
AGREEMENTS WITH COST-OF-LIVING CLAUS	EMPLS	12,535		9	(ı	ŀ	(ì	t	ŀ	300	í	ı	365	ı		1,146	ſ	ı	(1 (ŧ	8,260		1,760		1 (400	9 6			ı	1	i	t	400	1	1	ŀ	I	ł	
00	AGRTS	4 4	00	2	ı	ı	ı	1	1	1	1	₩	F	ı	-	ı	ı	4	1		ı	1 1	ı	9	ı	-	ო	1	-	1 1		1 1	- 1	ł	ı	1	-	1	1	ı	1	ı	
	CENTS PER HOUR	64.4	7	64.4			_	54.1	1	5	61.0	0	61.5		9	119.9		2	ı	I	i	1	ı	50.8		40.5	4		30.0	U	0.0		1	77.5	42.3	95.2	30.5	22.3	1	9	59.8	ო	40
GREEMENTS	PER	4.5	5.0	5.1	0.9	ı			1		4.4		4.3	ł		12.8		3. 1	ı	1	į.	ı	1			3.6			3.2		Ω ·					3.4			1		5.5		L
ALL AGR	EMPLS	77,259	11,166	S	∞	ı	260	1,173	ı	475	250	730	825	i	365	550	203	1,496	1	ı	ı	ı	ı	54,258	4	2,790			3,358	1 (LL (2 2	y y y		6.717	2,742	3,000	400	470		∞	,03	2,062	(
	AGRTS	101	26	9	-	1	-						2	1		-	-	S	(1	1	F	,	65	2	က	6	1	S	1 4	- 0	n	1 1	14	0	2	-	2	ŧ	9	2	2	(
	INDUSTRY	INDUSTRIES (INCL CONST)		FOOD, BEVERAGES		RUBBER, PLASTICS						XTURES	PAPER	LISHING	S	FABRICATED METALS		TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	MINERALS	PETROLEUM, DIL		JS MFG	NON-MANUFACTURING(EXCL CONST)		MINING, QUARRYING	TRANSPORTATION		SN	ELECTRIC, GAS, WATER	ADE	RETAIL TRADE	FINANCE	RELATED SERVICES	HEALTH WELFARE SERVICES	RECREATIONAL SERVICES	MANAGEMENT SERVICES	PERSONAL SERVICES	SERVICES	FEDERAL ADMINISTRATION	PROVINCIAL ADMINISTRATION .	ADMINISTRATION	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988 BY INDUSTRY AND DURATION OF AGREEMENT FABLE 2

ONE-YEAR AGREEMENTS
PER AGRTS EMPLS CEN'
14 12,963 5.8 14 12,963 5.8
1
1
1
1
i
14 12,963 5.8
1 1
1
1
1
1
f
1
1
7 3,882 7.2
455
1
1
1 1
1
1
2 7,036 5.2
1,590 5
1

OF 1988 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER TABLE 3

HOUR CENTS PER FOUR-YEAR AGREEMENTS PERCENT EMPLS AGRTS HOUR CENTS 9 PER 9 THREE-YEAR AGREEMENTS 3.6 CENT 00 PER . . . 11, 185 5,700 3,725 1,760 EMPLS AGRIS BY INDUSTRY AND DURATION OF AGREEMENT CENTS HOUR 00 PER 46. 62. 30. 0 38. 25. TWO-YEAR AGREEMENTS PERCENT . . . 400 1,350 EMPLS AGRIS CENTS PER HOUR ONE-YEAR AGREEMENTS CENT PER EMPLS RELATED SERVICE RECREATIONAL SERVICES ALL INDUSTRIES (INCL CONST).
ALL INDUSTRIES (EXCL CONST). NON-MANUFACTURING(EXCL CONST MANAGEMENT SERVICES MISCELLANEOUS SERVICES ... FEDERAL ADMINISTRATION ... PROVINCIAL ADMINISTRATION HEALTH, WELFARE SERVICES INSURANCE, REAL ESTATE NON-METALLIC MINERALS LOCAL ADMINISTRATION ELECTRIC, GAS, WATER TRANSPORTATION EQUIP PRINTING, PUBLISHING ELECTRICAL PRODUCTS FURNITURE, FIXTURES PERSONAL SERVICES INDUSTRY MISCELLANEOUS MFG FABRICATED METALS MINING, QUARRYING RUBBER, PLASTICS WHOLESALE TRADE FOOD, BEVERAGES TRANSPORTATION COMMUNICATIONS PETROLEUM, DIL KNITTING MILLS PRIMARY METALS RETAIL TRADE MANUFACTURING EDUCATION. CHEMICALS MACHINERY CLOTHING FXTILES FORESTRY FINANCE STORAGE EATHER PAPER MOOD W

CONSTRUCTION

7

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE	ONE - YEAR AG	AGREEMENT	1.5	TWO-	TWO-YEAR AG	AGREEMENTS	15	THREE	THREE-YEAR A	AGREEMENTS	NTS	FOUR-YEAR		AGREEMENTS	TS
INDUSTRY	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR	AGRTS	EMPLS	PER	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST). ALL INDUSTRIES (EXCL CONST).	4 4	12,963	5.8	68.7	46	37,282 25,447	4.7	71.0	23	9,243	4.0	50.1	ოო	4,770	0.0	66.6
•	1	1	1	ı	-	4.696		69.3	7	2, 195	8	51.7	1	1	1	1
AGES	1	1	ı	,	. ~	-	6.5		. 2	895		65.4	1	1	1	1
TOBACCO	1	1	1	1	-	688		7.96	ı	ł			ŧ	1	ı	1
RUBBER, PLASTICS	ı	ı	1	1	1	1	1	1	4	ł	1	1	1	ı	ı	1
LEATHER	ı	ł	1	1	***	260	9.9	47.5	1	1	1	1	1	1	1	ı
TEXTILES	1	ı	1	ı	ლ	1,173	5.2	54.1	1	1	1	ı	1	t	1	- (
KNITTING MILLS	ı	ı	1	1	ı	1	1	1	ı	ı	1	t	1	ı	ŧ	ł
CLOTHING	1	1	J	1	ı	*	1	ŧ	5	475	4.6		ı	1	ŧ	ı
MOOD	1	į	f	ı	(t			-	250	4.4	61.0	Þ	ı	ŧ	1
FURNITURE, FIXTURES	,	1	ı	1	-	430	5.5	S	1	1	ł		ŧ	1	ı	1
PAPER	1	ı	1	(-	009		0.89	-	225	3,3	44.3	ı	1	1	f
PRINTING, PUBLISHING	4	1	ı	ı	ı	1	ı	F	ı	1	1	1	ſ	ı	1	ı
PRIMARY METALS	ı	1	1	I:	1 -	1			1	I	1	1	1	ı	1	1
FABRICATED METALS	ı	l	ı	ı		550	12.8		1	ı	ı	ŀ	1	1	1	1
MACHINERY	ı	ı	1	(-	203		51.5	1 -	1			ŀ	ŧ	ı	ı
TRANSPORTATION EQUIP	ı	ł	6	l	l	ı	I	1	-	350	6.4	20.0	t	ı	ı	1
MONI METALL TO MINISTER	ı	ı	1	ı	1	I	ı	ı	ı	1	ŧ	ŧ	1	ı	ı	1
NUN-METALLIC MINERALS	1	1	1	1	ı	ı	ı	ı	ı	ı	(í	1	í	1	1
CHEIKOLEUM, GIL	f	1 1	1 -	1	1	+	l	ı	1	ı	ŧ	1	t	4	3	ŧ
CHEMICALD	ı	ı	í	1	ı	1		ł	ı	ı	1	ı	f	•	4	ŧ
MISCELLANEUUS MFG	ı	ı	t	ı	ı	ı	ı	ſ	ł	ŧ	ı	1	ı	4	1	1
NON-MANUFACTURING(EXCL CONST	4	12,963	5.8	68.7	25	20,751	3.6	35.4	16	7,048		49.5	ო	4,770	3.0	9.99
FORESTRY	ı	1	ŀ	ŧ	ı	1	1	t	2	545	3.0	46.7	ı		1	
MINING, QUARRYING	1	ı	4	ı	-	780	8.6		-	250		56.3	1	i	1	1
TRANSPORTATION	•	ŀ	F	ı	4	1,632	5.4	71.2	-	264	4.7	122.2	ı	1	1	ŧ
COMMINIONATIONS	1	1	1	1	i -	1	(1 4 2	, (1 0		4	1 4	1		(
ELECTRIC DAS WATED		1 1	1	: 1	- 1	2/7		4.70	V 1	י מ מ	رد. د. د	۵.12 ب	г- (0//.	4.7	18.0
WHOLESALE TRADE	1	1	1	1	4	250	5.5	45.0	ı	f	ŧ	1	,	1	ı	1
RETAIL TRADE	1	1	ı	ı	က	9,973	1.8	8.1	¥	1	1	ı	t	- (ŧ	ı
FINANCE	(ı	ı	ŧ	ì	1	*	ı	1	1	1	4	1	ı	ı	1
	I		1	ı	I	ł	1	ı	t	ı	1	1		1	1	1
EDUCATION, RELATED SERVICE	7	3,882	7.2	9	9	2,112	7.3	5	-	723	0.9	58.7	1	1	4	1
HEALTH, WELFARE SERVICES .	2	455	4.6	45.7	4			41.4	4	943	ω	42.1		1		
RECREATIONAL SERVICES	ŀ	ı	ı	1	i		1	1	ŧ	ı	1	ł	2	3,000	3.4	95.2
MANAGEMENT SERVICES	1	ı	1	ı	ı	ı	í	1	ı	1	ı		1	1	ı	1
PERSONAL SERVICES	1	ı	1	I	ı	1	ı	\$	7	470	3.1	22.3	ı	1	ł	ł
MISCELLANEOUS SERVICES	3	ı	1	ŧ	t				1				ı	t	1	1
PEDERAL ADMINISTRATION	1 (က	3,918	ი ე	47.3	က	2,935	3.4	53.3	1	3	1	1
PRUVINCIAL ADMINISTRATION	NC	4 500	2 6	20.00 20.00	+ C	170		<	1	1	4 :		ž ·	1	I	1
LUCAL ADMINISTRATION	n	*	,	4	.7		4.6	44 9.3	+	ı	ı	ı	ł	ı	ı	1
CONSTRUCTION	1	1	1	1	10	11,835	5.9	134.1	1	1	ı	1	1	1	1	1

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988 BY SIZE OF INCREASE

				AGREEME	AGREEMENTS WITH	AGREEMENTS	ENTS	
		ALL AGE	AGREEMENTS	COST-OF	COST-OF-LIVING CLAUSE	WITHOUT	COST-OF- CLAUSE	
		AGRIS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	
ALL INDUSTRIES	TOTAL	101	77,259	4	12,535	87	64,724	
	NO INCREASE	***	2,227			1	2,227	
	UNDER 2.0 PERCENT	9	3,446	4	2,730	2	716	
	2.0 - 2.9 PERCENT	7	11,495	2	591	S	10,904	
	3.0 - 3.9 PERCENT	15	11,700	-	250	14	11,450	
	4.0 - 4.9 PERCENT	м т	16,796	9	8,534	25	8,262	
	5.0 - 5.9 PERCENT	22	21,404	-	430	21	20,974	
	6.0 - 6.9 PERCENT	10	5,921	٠	٠	10	5,921	
	7.0 - 7.9 PERCENT	М	1,530	•	•	М	1,530	
	8.0 PERCENT AND DVER	9	2,740			9	2,740	
MANUFACTURING	TOTAL	26	11,166	ω	4,275	18	6,891	
	UNDER 2.0 PERCENT	М	970	М	970			
	2.0 - 2.9 PERCENT	2	591	2	591			
	3.0 - 3.9 PERCENT	М	725	-	250	2	475	
	4.0 - 4.9 PERCENT	7	4,420		2,034	9	2,386	
	5.0 - 5.9 PERCENT	S	1,932	-	430	4	1,502	
	6.0 - 6.9 PERCENT	4	1,578			4	1,578	
	7.0 - 7.9 PERCENT	F	400			£	400	
	8.0 PERCENT AND OVER	-	550	,		-	550	
NON-MANUFACTURING	TOTAL	65	54,258	9	8,260	59	45,998	
EXCL CONSTRUCTION	NO INCREASE	-	2,227	٠		-	2,227	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988 BY SIZE OF INCREASE

TABLE 5

		10																				
AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	EMPLS	716	10,904	10,975	5,876	11,737	1,343	230	1,990	11,835	7,735	3,000	006	200	35,354	2.227	716	8,286	3,220	3,380	9,812	
AGREEMENTS WITHOUT COST LIVING CLAU	AGRTS	7	S	12	19	12	ო	-	4	10	IJ	т	-	-	4 4	-	2	2	Ŋ	10	<u></u>	
AGREEMENTS WITH COST-OF-LIVING CLAUSE	EMPLS	1,760			6,500										12,230	•	2,425	591	250	8,534	430	
AGREEME COST-OF CLA	AGRTS	-			S		r		•			,			13	•	ო	2	-	9	-	
AGREEMENTS	EMPLS	2,476	10,904	10,975	12,376	11,737	1,343	230	1,990	11,835	7,735	3,000	006	200	47,584	2,227	3,141	8,877	3,470	11,914	10,242	1
ALL AGE	AGRIS	М	2	12	24	12	М		4	10	S	т	+-	-	57	-	S	4	9	16	12	ľ
		UNDER 2.0 PERCENT	2.0 - 2.9 PERCENT	3.0 - 3.9 PERCENT	4.0 - 4.9 PERCENT	5.0 - 5.9 PERCENT	6.0 - 6.9 PERCENT	7.0 - 7.9 PERCENT	8.0 PERCENT AND OVER	TOTAL	5.0 - 5.9 PERCENT	6.0 - 6.9 PERCENT	7.0 - 7.9 PERCENT	8.0 PERCENT AND OVER	TOTAL	NO INCREASE	UNDER 2.0 PERCENT	2.0 - 2.9 PERCENT	3.0 - 3.9 PERCENT	4.0 - 4.9 PERCENT	5.0 - 5.9 PERCENT	
		NON-MANUFACTURING EXCL CONSTRUCTION								CONSTRUCTION					PRIVATE SECTOR							

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988 BY SIZE OF INCREASE TABLE 5

AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	EMPLS	1,300	1,835	29,370		2,618	8,230	4,882	11,162	1,343	230	908
AGREE WITHOUT LIVING	AGRTS	0	4	43		М	O	15	10	М	-	2
AGREEMENTS WITH COST-OF-LIVING CLAUSE	EMPLS	•		302	302							•
AGREEME COST-OF	AGRTS				~		,		,	٠.		
ALL AGREEMENTS	EMPLS	1,300	1,835	29,675	305	2,618	8,230	4,882	11,162	1,343	230	902
ALL AGR	AGRIS	2	4	44	-	М	o	15	10	т	**	2
		7.0 - 7.9 PERCENT	8.0 PERCENT AND OVER	TOTAL	UNDER 2.0 PERCENT	2.0 - 2.9 PERCENT	3.0 - 3.9 PERCENT	4.0 - 4.9 PERCENT	5.0 - 5.9 PERCENT	6.0 - 6.9 PERCENT	7.0 - 7.9 PERCENT	8 O PERCENT AND OVER
		PRIVATE SECTOR		PUBLIC SECTOR								

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987 TO THIRD QUARTER OF 1988

TABLE 6

					AGRE	AGREEMENTS WITH	HITH	AGREEM	AGREEMENTS WITHOUT	THOUT
		ALL	AGREEMENTS	NTS		CLAUSE	5		CLAUSE	
		AGRTS	EMPLS	PER	AGRTS	EMPLS	PER	AGRTS	EMPLS	PER
THIRD QUARTER	ALL AGREEMENTS	106	96,589	3.8	16	30,236	1.6	06	66,353	4.7
	PRIVATE SECTOR	49	36,370	3.0	4	21,268	2.0	35	15, 102	4.4
	PUBLIC SECTOR	57	60,219	4.2	2	8,968	0.7	52	51,251	8.4
FOURTH 1987	ALL AGREEMENTS	121	126,051	3.5	28	63,413	2.2	63	62,638	4.9
	PRIVATE SECTOR	68	77,495	2.5	22	58,869	2.0	46	18,626	4.0
	PUBLIC SECTOR	53	48,556	5.2	9	4,544	4.3	47	44,012	5.2
FIRST (:ARTER	ALL AGREEMENTS	177	101,490	3.8	26	17,366	2.6	151	84,124	4.1
	PRIVATE SECTOR	69	36,854	3.5	23	15,616	2.4	46	21,238	6.3
	PUBLIC SECTOR	108	64,636	4.0	ო	1,750	4.4	105	62,886	0.4
SECOND OLIAPTED 1988	ALL AGREEMENTS	186	217,285	5.1	32	46,015	ь. 1	151	171,270	5.6
	PRIVATE SECTOR	112	146,184	5.3	32	35,352	3.5	80	110,832	5.9
	PUBLIC SECTOR	74	71,101	4.6	ო	10,663	1.8	7.1	60,438	5.1
THIRD QUARTER	ALL AGREEMENTS	101	77,259	4.5	14	12,535	3.7	87	64,724	4.6
	PRIVATE SECTOR	57	47,584	4.4	13	12,230	8. 8	44	35,354	4.6
	PUBLIC SECTOR	44	29,675	4.7	-	305	1.0	43	29,370	4.7

THE TOTAL MON TON TON THE PROPERTY.

CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988 TABLE 7

COVERING 200 OK MOKE ONTAKIO EMPLOTES, NEGOLIATED IN THIKO GOAKTEK OF 1988	KIU EMPLUYEES, NE	GULLALED IN IF	IIKU QUAKIEK U	1988
TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	101	100.0	77259	100.0
CHANGES IN ONE OR MORE BENEFITS	06	89.1	58481	75.7
PAID HOLIDAYS	Φ	7.9	2870	3.7
PAID VACATION	42	41.6	31978	41.4
OTHER PAID LEAVES	34	33.7	15463	20.0
HOSPITAL AND MEDICAL	54	53.5	39361	50.9
DENTAL	54	53.5	25688	33.2
SICKNESS AND ACCIDENT	16	15.8	9029	11.7
LONG TERM DISABILITY	14	13.9	17252	22.3
LIFE INSURANCE	27	.26.7	11787	15.3
PENSIONS	37	36.6	24339	31.5
OTHER BENEFITS	52	51.5	39612	51.3
SETTLEMENTS FOR WAGES ONLY	10	6.6	18518	24.0
FIRST AGREEMENTS	-	0.1	255	0.3

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988 BY SECTOR

TABLE 8

DURATION OF NEGOTIATIONS	Ţ	TOTAL	PRIVATE	PRIVATE SECTOR	PUBLIC	PUBLIC SECTOR
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	101	77,259	57	47,584	44	29,675
1-3 MONTHS	32	22,775	23	17,551	12	5,224
4-6 MONTHS	36	26,476	23	20,542	13	5,934
7-9 MONTHS	14	17,126	9	5,400	00	11,726
10-12 MONTHS	S	1,345	2	625	ო	720
13 MONTHS AND OVER	11	9,537	М	3,466	00	6,071
AVERAGE		6.2		4.9		7.8

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988
BY SECTOR

STAGE OF SETTLEMENT	į.	TOTAL	PRIVATI	PRIVATE SECTOR	PUBLI	PUBLIC SECTOR
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	101	77,259	57	47,584	44	29,675
DIRECT BARGAINING	37	25,873	16	9,367	21	16,506
CONCILIATION	12	11,940	ω	10,805	4	1,135
POST CONCILIATION BARGAINING	7	2,826	9	1,956	-	870
MEDIATION	20	17,639	4	14,216	9	3,423
POST MEDIATION BARGAINING	4	972	7	200	7	472
ARBITRATION	m	1,802			ო	1,802
WORK STOPPAGE	15	14,830	+	10,740	4	4,090
OTHER	8	1,377			ო	1,377

TABLE 10

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988

STAGE OF	10	TOTAL	1-3	1-3 MONTHS	4-6	4-6 MONTHS	7-9	7-9 MONTHS	10-12	10-12 MONTHS	13 MONTHS OVER	ONTHS AND
	AGRTS	EMPLS	AGRTS	EMPLS	AGRIS	EMPLS	AGRTS	EMPLS	AGRIS	EMPLS	AGRTS	EMPLS
TOTAL	101	77,259	35	22,775	36	26,476	4	17,126	വ	1,345	+	9,537
DIRECT BARGAINING	37	25,873	16	6,384	12	5,758	4	9,805	2	487	m	3,439
CONCILIATION	12	11,940	00	9,435	2	480	-	1,700	-	325		
POST CONCILIATION BARGAINING	7	2,826	М	1,500	4	1.326						
MEDIATION	20	17,639	4	1,107	13	15,532	т	1,000				
POST MEDIATION BARGAINING	4	972	-	250	-	250	7	472				
ARBITRATION	М	1,802					-	1,099	-	233	-	470
WORK STOPPAGE	15	14,830	М	4,099	4	3,130	m	3,050	-	300	4	4,251
ОТНЕЯ	ო	1,377		,			,	٠			М	1,377

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1988

Office of Collective Bargaining Information Industrial Relations Division Ontario Ministry of Labour

April, 1989





FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1988. The data were drawn from the monthly reports on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements and weighted by the number of employees in the bargaining unit. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-7 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 8 contains information on the changes made in benefits, and Tables 9-11 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).



Wage Developments in Collective Bargaining Settlements in Ontario Fourth Quarter, 1988

During the fourth quarter of 1988, settlements were negotiated in 121 collective agreements covering 200 or more Ontario employees. A total of 124,354 employees were affected by these settlements, concentrated in provincial government, education, and retail trade.

Wage Adjustments

The fourth quarter settlements provided increases on base wage rates averaging 4.7% per year over the terms of the agreements, up from 4.5% for settlements in the third quarter of 1988. (See Chart 2 and Table 1.) The 4.7% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. Private sector settlements averaged 4.0%, while settlements in the public sector averaged 5.2%. (See Table 7.)

Manufacturing industry settlements accounted for 35 of the 121 agreements ratified in the fourth quarter of 1988 and 11,990 or 9.6% of the employees. They provided on average a 4.6% annual base wage increase. The 86 agreements and 112,364 employees in non-manufacturing industries provided an average annual base wage increase of 4.7%. (See Table 2.)

Fourth quarter settlements in the private sector were concentrated in retail trade. In the public sector, 6 new contracts with the provincial government covered 37,105 employees and 45 new contracts in the education sector covered 25,199 employees. On average the provincial government and education sector agreements provided a 5.4% annual base wage increase.

Agreements without a cost-of-living (COLA) clause provided an average 4.7% per year, up slightly from 4.6% in the third quarter of 1988. The 17 agreements with COLA also provided an average 4.7% annual base wage increase. The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Nearly one-half of the fourth quarter settlements were for a 2-year term, 29% were for a 3-year term, and 26% of the agreements were for one year. Sixteen of the 17 agreements with COLA were for a 2-year or 3-year term. (See Tables 3, 4 and 5.)

Forty-five agreements covering 43% of the employees provided base wage increases in the range of 5.0% to 5.9% per year. A further 36% of the employees settled for annual base wage increases of 4.0% to 4.9%. (See Table 6.)

Benefit Changes

Existing benefits were changed or new ones were established in fourth quarter settlements of 102 agreements covering 73,504 employees. Hospital and medical insurance plans, dental plans and paid vacation were the benefits most affected. (See Table 8.)

The most common changes in paid vacation involved the service requirement for 5 and 6 weeks of vacation. In 5 agreements, a provision for 5 weeks was introduced and in 4 agreements a provision for 6 weeks of vacation was introduced. A number of other agreements reduced the service requirements for 5 or 6 weeks entitlement.

Negotiations

The fourth quarter settlements were reached in an average of 6.6 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, up from 6.2 months in the third quarter of 1988. (See Table 9.) Thirty-three percent of the agreements covering 20% of the employees took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 4.2 months, compared with an average of 8.4 months for the public sector.

Settlements were reached by the parties without outside assistance in 40% of the agreements covering 44% of the employees. (See Tables 10 and 11.) Government assistance was needed in the remaining negotiations, including 9 agreements covering 14,359 employees that involved work stoppages.

3 Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees

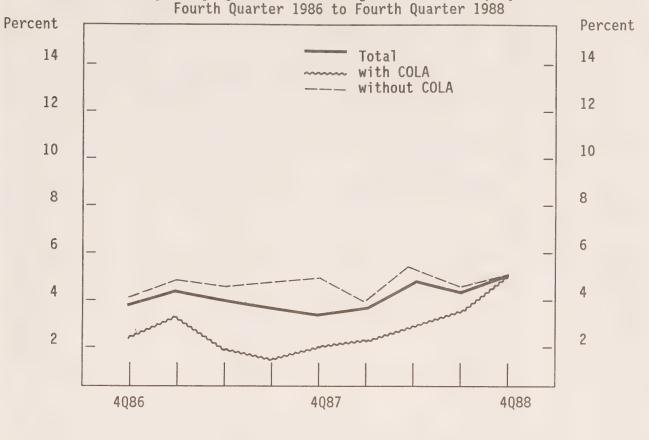


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees
Fourth Quarter 1986 to Fourth Quarter 1988



4.7

107,161

104

4.7

17,193

17

4.7

124,354

121

ALL INDUSTRIES EXCL CONSTRUCTION

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
RING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1987 TO FOURTH QUARTER 19
SUMMARY BY INDUSTRY

	COVERING COO ON TONE OF TAKEO ENTROLE	SUMMARY	SUMMARY BY INDUSTRY				8			
		AL	ALL AGREEMENTS		AGREE	AGREEMENTS WITH COLA	VT00	AGREEM	AGREEMENTS WITHOUT COLA	IT COLA
		AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FOURTH QUARTER 1987	ALL INDUSTRIES INCL CONSTRUCTION	120	125,293	ال ال	28	63,413	2.2	92	61,880	6.4
	ALL INDUSTRIES EXCL CONSTRUCTION	119	124,993	W.	28	63,413	2.2	91	61,580	6.4
	CONSTRUCTION	-	300	7.7	٠	•	P	-	300	7.7
FIRST QUARTER 1988	ALL INDUSTRIES INCL CONSTRUCTION	177	101,507	ω 	27	18,481	2.5	150	83,026	4.1
	ALL INDUSTRIES EXCL CONSTRUCTION	176	101,257	N.	27	18,481	2.5	149	82,776	4.1
	CONSTRUCTION	-	250	12.9		•	•	den.	250	12.9
SECOND QUARTER 1988	ALL INDUSTRIES INCL CONSTRUCTION	186	217, 183	5.1	35	46,015	w.1	151	171,168	5.6
	ALL INDUSTRIES EXCL CONSTRUCTION	143	121,406	4.2	32	46,015	й. 1.	108	75,391	6.4
	CONSTRUCTION	43	777,29	6.2	٠	٠	•	73	777,29	6.2
THIRD QUARTER 1988	ALL INDUSTRIES INCL CONSTRUCTION	103	77,987	4.5	14	12,535	3.7	89	65,452	4.6
	ALL INDUSTRIES EXCL CONSTRUCTION	93	66,152	4.3	14	12,535	3.7	62	53,617	4.4
	CONSTRUCTION	10	11,835	5.9	٠	•	•	10	11,835	5.9
FOURTH QUARTER 1988	ALL INDUSTRIES INCL CONSTRUCTION	121	124,354	4.7	17	17,193	4.7	104	107,161	4.7

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988

BY INDUSTRY

ALL INDUSTRIES INCL CONSTRUCT

MANUFACTURING

TABLE 2

	Al	ALL AGREEMENTS	ITS	AGREI	AGREEMENTS WITH COLA	I COLA	AGREEM	AGREEMENTS WITHOUT COLA	JT COLA
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NOIL	121	124,354	4.7	17	17, 193	4.7	104	107,161	4.7
TOTAL	35	11,990	4.6	12	4,547	4.3	23	7,443	8.4
FOOD, BEVERAGE	7	1,630	7.7	M	1,430	4.6	-	200	м. Б.
RUBBER, PLASTICS	ęm	225	3.6	-	225	3.6		•	
LEATHER	2	006	4.5	٠	•	٠	2	006	4.5
TEXTILE	2	177	8.2	٠	•	٠	2	177	8.2
KNITTING MILLS	2	860	5.5	٠	•	٠	2	860	5.5
FURNITURE, FIXTURES	-	202	5.7		0	٠	-	202	5.7
PAPER	-	225	3.3	•	•	•	-	225	3.3
PRIMARY METALS	m	979	3.8	qua.	228	1.7	2	420	5.0
FABRICATED METALS	2	445	2.5	-	225	1.6	gra-	220	3.3
MACHINERY	-	262	5.6	•	٠	•	-	262	5.6
TRANSPORTATION EQUIPMENT	īO	1,950	2.8	М	1,110	3.9	8	840	1.4
ELECTRICAL PRODUCTS	90	2,179	5.1	2	1,124	5.5	4	1,055	9.4
NON-METALLIC MINERALS		205	4.1	-	205	4.1	•	•	•

TABLE 2 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY INDUSTRY

ALI	. AGKEEMEN	S	AGREE	MENTS WIT	H COLA	AGNERA	ENIS WILHOU	ח החדש
AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
-	059	4.5	٠	٠	•	-	650	4.5
М	1,168	6.3	٠	٠		м	1,168	6.3
98	112,364	4.7		12,646		81	99,718	4.7
Ŋ	2,728	8.4	-	231		7	2,497	4.8
4	15,136	2-4	2	11,500		2	3,636	4.1
œ	23,207	3.0	٠	•	٠	∞	23,207	3.0
-	300	5.4	٠	•	•	a	300	5.4
45	25,199	5.4	2	915			24,284	5.4
7	2,448	7.7	•	٠	٠	7	2,448	4.4
-	375	6.5	٠	•		-	375	6.5
40	4,287	W.	٠	•		9	4,287	3.5
•	37,105	5.4	•	e	•		37,105	5.4
М	1,579	5.6	•	•	•	м	1,579	5.6
			ALL AGREEMENTS EMPLS PERCEN 1 650 3 1,168 4 15,136 6 23,207 7 2,448 7 2,448 6 4,287 6 37,105 3 1,579	ALL AGREEMENTS FMPLS PERCENT AGMT 1 650 4.5 3 1,168 6.3 4 15,136 4.7 5 2,728 4.8 6 15,136 4.7 7 2,448 4.4 7 2,448 4.4 7 2,448 4.4 6 4,287 3.5 6 37,105 5.4 3 1,579 5.6	ALL AGREEMENTS FMPLS PERCENT AGMT 1 650 4.5 3 1,168 6.3 4 15,136 4.7 5 2,728 4.8 6 15,136 4.7 7 2,448 4.4 7 2,448 4.4 7 2,448 4.4 6 4,287 3.5 6 37,105 5.4 3 1,579 5.6	ALL AGREEMENTS AUKEEMENTS WITH COLA 1 650 4.5 3 1,168 6.3 5 2,728 4.8 1 231 4 15,136 4.7 5 12,646 1 300 5.4 1 300 5.4 7 2,448 4.4 6 4,287 3.5 6 37,105 5.4 3 1,579 5.6 3 1,579 5.6 3 1,579 5.6 3 1,579 5.6 3 1,579 5.6 3 1,579 5.6 3 1,579 5.6 3 1,579 5.6 3 1,579 5.6	ALL AGREEMENTS AGREEMENTS WITH OULA 1 650 4.5 3 1,168 6.3 4 15,136 4.7 5 12,646 4.9 5 2,728 4.8 1 231 5.0 4 15,136 4.7 2 11,500 4.8 1 300 5.4 7 2,448 4.4 1 375 6.5 6 4,287 3.5 5 37,105 5.4 8 1,579 5.6 9 1,579 5.6 1 375 5.6 1 375 6.5 1 377 6.5 1 377 6.5	ALL AGREEMENTS ALL AGREEMENTS AGMTS EMPLS PERCENT AGMTS EMPLS PERCENT AGMTS EMPLS 1

NON-MANUFACTURING EXCL

CONSTRUCTION

MANUFACTURING

(CONTINUED)

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988

BY INDUSTRY AND DURATION OF AGREEMENT

ALL INDUSTRIES

MANUFACTURING

	ONE-YEAR	EAR AGREEMENTS	ENTS	TWO-Y	TWO-YEAR AGREEMENTS	ENTS	THREE-Y	THREE-YEAR AGREEMENTS	TENTS	FOUR-	FOUR-YEAR AGREEMENTS	EMENTS
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
	31	55,654	5.3	24	56,151	4.2	35	11,709	4.3	-	840	0 4.5
TOTAL	-	440	0.0	15	5,801	5.5	19	5,749	4.1	٠		
FOOD, BEVERAGE	•	•				•	4	1,630	7.7	•		٠
RUBBER, PLASTICS	ø	٠	٠			٠	-	225	3.6	٠	•	٠
LEATHER	0	٠		2	006	4.5		٠	•	٠	•	
TEXTILE			٠	2	177	8.2	4	0	6	•	d	٠
KNITTING MILLS	٠	٠	٠	2	860	5.5	•	b	•	•		٠
FURNITURE, FIXTURES	•	٠	٠	-	202	5.7		•	٠	•		٠
PAPER	•	٠	٠	٠	•	٠	-	225	3,3	•		٠
PRIMARY METALS	•	٠		-	200	5.0	2	877	K,	6	•	0
FABRICATED METALS	•	٠	•		٠	٠	2	445	2.5		٠	•
MACHINERY	٠	٠	6	b	•	ā	-	292	5.6	•	٠	٠
TRANSPORTATION EQUIPMENT	-	077	0.0	-	455	4.8	m	1,085	3.2	•	•	•
ELECTRICAL PRODUCTS	٠	•	a	М	1,173	5.4	М	1,006	4.7	•	•	6
NON-METALLIC MINERALS	٠	•	٠		٠		-	202	4.1	٠	٠	٠

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988 BY INDUSTRY AND DURATION OF AGREEMENT TABLE 3 (CONTINUED)

		ONE-YEA	ONE-YEAR AGREEMENTS	IIS	TWO-YE	TWO-YEAR AGREEMENTS	TS.	THREE-Y	THREE-YEAR AGREEMENTS	ENTS	FOUR-	FOUR-YEAR AGREEMENTS	EMENTS	
		AGMTS	EMPLS	PERCENT	AGMTS	EMPLS P	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	=
MANUFACTURING	CHEMICALS		٠	٠	~	920	4.5	•	٠	•	•		٠	•
	OTHER MANUFACTURING	٠	٠	٠	2	056	6.3	-	218	6.7	٠			
NON-MANUFACTURING EXCL	TOTAL	30	55,214	5.3	39	50,350	4.1	16	2,960	4.5	-	840		4.5
CONSTRUCTION	TRANSPORTATION	•		٠	-	1,115	4.5	М	773	5.6	-	840		4.5
	COMMUNICATIONS	-	3,416	4.0	2	11,500	4.8	-	220	5.1	٠			•
	RETAIL TRADE	٠	•	٠	•	22,572	3.0	2	635	3.7	•		•	•
	REAL ESTATE, INSURANCE AGENCIES		٠	٠	٠	•	٠	-	300	5.4	•		•	•
	EDUCATION, RELATED SERVICES	19	13,164	5.4	54	11,295	5.3	2	740	8.4	•			•
	HEALTH, WELFARE SERVICES	٠	•	•	2	455	7.6	ľ	1,993	4.2	•		•	•
	ACCOMMODATION, FOOD SERVICES	·	•	•	•	0		-	375	6.5	•			•
	FEDERAL GOVERNMENT	2	574	3.6	м	2,789	3.6	-	954	3.4	,		•	٠
	PROVINCIAL GOVERNMENT	•	37,105	5.4	•	٠	•	•	İ	•	٠			•
	LOCAL GOVERNMENT	2	955	5.9	-	729	5.3	٠	·	•	•			. '

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY INDUSTRY AND DURATION OF AGREEMENT

ALL INDUSTRIES FOOD, BEVE RUBBER, PL PRIMARY ME FABRICATED		AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
		-	250	6.4	5	13,258	6.9	11	3,685	4.0
FOOD, BEVE RUBBER, PL PRIMARY ME FABRICATED		•	٠		2	1,093	5.5	10	3,454	3.9
RUBBER, PL PRIMARY ME FABRICATED	VERAGE	•	٠	٠	٠	6	٠	м	1,430	9.7
PRIMARY ME FABRICATED	PLASTICS	•	•	٠		٠	6	4	225	3.6
FABRICATED	METALS	•		•	٠	9	٠	-	228	1.7
	ED METALS	•	•	٠	٠	٠	٠	- Green	225	1.6
TRANSPORTA	TRANSPORTATION EQUIPMENT	٠	٠	Đ	-	425	8.4	2	982	3.4
ELECTRICAL	ELECTRICAL PRODUCTS	٠	•	á	· em	899	0.9	-	957	8.4
NON-METALL	NON-METALLIC MINERALS	٠	•	•	•	٠	٠	-	205	4.1
NON-MANUFACTURING EXCL TOTAL		-	250	6-7	M	12,165	6.4	-	231	5.0
TRANSPORTATION	STATION	٠	•	٠	٠	٠	•	-	231	5.0
COMMUNICATIONS	CATIONS	•	0	٠	2	11,500	8.4		٠	٠
EDUCATION, SERVICES	EDUCATION, RELATED SERVICES	-	250	6-7	-	999	5.5	•	•	٠

(CONTINUED)

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY INDUSTRY AND DURATION OF AGREEMENT

ALL INDUSTRIES

MANUFACTURING

	ONE-	ONE-YEAR AGREEMENTS	HENTS	TWO-	TWO-YEAR AGREEMENTS	MENTS	THREE-	THREE-YEAR AGREEMENTS	MENTS	FOUR-	FOUR-YEAR AGREEMENTS	EMENTS
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
	30	55,404	5.3	67	42,893	4.0	54	8,024	4-4	-	840	4.5
TOTAL	-	077	0.0	13	4,708	5.5	6	2,295	4.3	•	0	
FOOD, BEVERAGE	•	•	٠	•		٠	-	200	3.3	•	•	
LEATHER		٠	٠	2	006	4.5	٠	•	•	•	•	
TEXTILE	٠	٠	٠	2	177	8.2	٠	٠	•	•	·	
KNITTING MILLS	•	•	٠	2	860	5.5	•		•	•	·	
FURNITURE, FIXTURES	٠	•	٠	-	202	5.7	•	٠	•	٠	·	
PAPER	٠	•	•	•	•	٠	4-	225	3.3	P	·	
PRIMARY METALS	٠	٠	0	-	200	5.0	-	220	5.0	•	·	
FABRICATED METALS	ė	٠	٠	•	٠		-	220	3.3	•		
MACHINERY	٠	•		•	٠	٠	-	292	5.6	٠		
TRANSPORTATION EQUIPMENT	-	077	0.0	٠	•	٠	-	700	2.9	9		a
ELECTRICAL PRODUCTS	0	6	0	2	202	4-7		550	9.4	9		
CHEMICALS	٠	•	6	-	650	4.5	•	•	٠	•		٠
OTHER MANUFACTURING	•	0	٠	2	950	6.3	-	218	6.7	٠		

WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS BY INDUSTRY AND DURATION OF AGREEMENT TABLE 5 (CONTINUED)

		ONE	ONE-YEAR AGREEMENTS	MENTS	TWO-)	TWO-YEAR AGREEMENTS	ENTS	THREE-	THREE-YEAR AGREEMENTS	MENTS	FOUR	FOUR-YEAR AGREEMENTS	EMENTS
		AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL	TOTAL	59	24,964	5.3	36	38, 185	3,8	15	5,729	4.5	-	840	4.5
	TRANSPORTATION	٠	٠	٠	-	1,115	4.5	2	545	5.9	-	840	4.5
	COMMUNICATIONS	4	3,416	4.0	٠	٠	٠	_	220	5.1	٠	•	٠
	RETAIL TRADE	٠		,	9	22,572	3.0	2	635	3.7	•	•	٠
	REAL ESTATE, INSURANCE AGENCIES	٠				٠	•	-	300	5.4		•	•
	EDUCATION, RELATED SERVICES	18	12,914	5.4	23	10,630	5.3	~	240	8.4			•
	HEALTH, WELFARE SERVICES		•	•	2	455	5.4	īU	1,993	4.2	٠	۰	
	ACCOMMODATION, FOOD SERVICES		•		٠		٠		375	6.5		•	•
	FEDERAL GOVERNMENT	2	574	3.6	M	2,789	3.6	-	924	3.4		e	
	PROVINCIAL GOVERNMENT	9	37,105	5.4	•	٠	e	2		٠	•	۰	•
	LOCAL GOVERNMENT	2	955	5.9	-	954	10	,		,			

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988 BY SIZE OF INCREASE TABLE 6

		ALL AGR	ALL AGREEMENTS	AGREEMENTS WITH COLA	VITH COLA	AGREEMENTS WITHOUT COLA	THOUT COLA
		AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
ALL INDUSTRIES INCL	TOTAL	121	124,354	17	17,193	104	107,161
CONSTRUCTION	NO INCREASE	М	5,903		٠	m	5,903
	UNDER 3.0 PERCENT	ω	2,926	M	713	ľ	2,213
	3.0 - 3.9 PERCENT	13	12,653	qua	225	12	12,428
	4.0 - 4.9 PERCENT	36	44,152	10	14,691	56	29,461
	5.0 - 5.9 PERCENT	45	53,234	2	968	43	52,338
	6.0 - 6.9 PERCENT	∞	2,784	-	899	2	2,116
	7.0 - 7.9 PERCENT	М	1,261	•	•	M	1,261
	8.0 PERCENT AND OVER	ľ	1,441	•	•	20	1,441
MANUFACTURING	TOTAL	35	11,990	12	4,547	23	7,443
	NO INCREASE	-	077		٠	4	077
	UNDER 3.0 PERCENT	ľV	1,413	M	713	~	200
	3.0 - 3.9 PERCENT	4	870	-	225	м	645
	4.0 - 4.9 PERCENT	12	5,021	7	2,941	20	2,080
	5.0 - 5.9 PERCENT	7	1,989	•	•	7	1,989

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS

COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988

BY SIZE OF INCREASE

		ALL	ALL AGREEMENTS	Ø	AGREEMENTS WITH COLA	WITH COLA	AGREEMENTS WITHOUT COLA	ITHOUT COLA	
		AGMTS	EM	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	
MANUFACTURING	6.0 - 6.9 PERCENT		м	1,136	-	899	2	897	
	7.0 - 7.9 PERCENT		-	680	٠			989	
	8.0 PERCENT AND OVER		2	177	٠			441	
NON-MANUFACTURING EXCL	TOTAL		98	112,364	īU	12,646	6 81	99,718	
	NO INCREASE		2	5,463	٠			5,463	
	UNDER 3.0 PERCENT		м	1,513	٠		m	1,513	
	3.0 - 3.9 PERCENT		٥	11,783	٠			11,783	
	4.0 - 4.9 PERCENT		5%	39,131	M	11,750	0 21	27,381	
	5.0 - 5.9 PERCENT		38	51,245	2	896	9,	50,349	
	6.0 - 6.9 PERCENT		2	1,648	٠			1,648	
	7.0 - 7.9 PERCENT		2	581	٠			581	
	8.0 PERCENT AND OVER		м	1,000			M	1,000	
PRIVATE SECTOR	TOTAL		51	52,149	14	16,050	0 37	36,099	
	NO INCREASE		м	5,903	٠		m	5,903	
	UNDER 3.0 PERCENT		ın	2,114	2	485	2	1,629	

(CONTINUED)

TABLE 6 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY SIZE OF INCREASE

PRIVATE SECTOR

	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
3.0 - 3.9 PERCENT	1	7 8,366	-	225	9	8,141
4.0 - 4.9 PERCENT	18	30,096	6	14,441	6	15,655
5.0 - 5.9 PERCENT	10	2,740	€-	231	٥	2,509
6.0 - 6.9 PERCENT	7	4 1,511	-	899	m	843
7.0 - 7.9 PERCENT		2 978		٠	2	978
8.0 PERCENT AND OVER	13	2 441	٠	٠	2	177
TOTAL	02	72,205	M	1,143	29	71,062
UNDER 3.0 PERCENT		3 812	-	228	2	584
3.0 - 3.9 PERCENT		6 4,287	٠	٠	9	4,287
4.0 - 4.9 PERCENT	18	14,056	-	250	17	13,806
5.0 - 5.9 PERCENT	35	5 50,494	-	999	34	628'67
6.0 - 6.9 PERCENT		4 1,273		•	7	1,273
7.0 - 7.9 PERCENT		1 283	٠	•	-	283
8.0 PERCENT AND OVER		3 1,000	•	•	M	1,000

PUBLIC SECTOR

COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1987 TO FOURTH QUARTER 1988 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS TABLE 7

		ALL	ALL AGREEMENTS		AGREEMEN	AGREEMENTS WITH COLA	_	AGREEMENT	AGREEMENTS WITHOUT COLA	COLA
		AGMTS	EMPLS PE	PERCENT	AGMTS	EMPLS PE	PERCENT	AGMTS	EMPLS	PERCENT
FOURTH QUARTER 1987	ALL AGREEMENTS	120	125,293	3.5	28	63,413	2.2	92	61,880	6.4
	PRIVATE SECTOR	29	76,737	2.5	22	58,869	2.0	57	17,868	0.4
	PUBLIC SECTOR	53	48,556	5.2	9	775'7	4.3	25	44,012	5.2
FIRST QUARTER 1988	ALL AGREEMENTS	177	101,507	3,8	27	18,481	2.5	150	83,026	4.1
	PRIVATE SECTOR	70	37,999	3.4	54	16,731	2.3	94	21,268	4.3
	PUBLIC SECTOR	107	63,508	0.4	M	1,750	4.4	104	61,758	0.4
SECOND QUARTER 1988	ALL AGREEMENTS	186	217, 183	5.1	35	46,015	3.1	151	171,168	5.6
	PRIVATE SECTOR	110	145,579	5.3	32	35,352	3.5	78	110,227	5.9
	PUBLIC SECTOR	92	71,604	9-4	M	10,663	8.	27	60,941	5.1
THIRD QUARTER 1988	ALL AGREEMENTS	103	77,987	4.5	14	12,535	3.7	89	65,452	4.6
	PRIVATE SECTOR	55	45,511	4.3	12	10,530	3.7	43	34,981	4.5
	PUBLIC SECTOR	87	32,476	8.4	2	2,005	0.4	97	30,471	4.8
FOURTH QUARTER 1988	ALL AGREEMENTS	121	124,354	4.7	17	17,193	4.7	104	107,161	4.7
	PRIVATE SECTOR	51	52,149	0.4	14	16,050	4.7	37	36,099	3.6
	PUBLIC SECTOR	70	72,205	5.2	М	1,143	9.4	29	71,062	, 5

TABLE 8
CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATITIED IN FOURTH QUARTER 1988

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	117	100.0	124299	100.0
CHANGES IN ONE OR MORE BENEFITS	102	87.2	73504	59.1
PAID HOLIDAYS	13	11.1	5345	4.3
PAID VACATION	39	33.3	35910	28.9
OTHER PAID LEAVES	54	20.5	10047	8.1
HOSPITAL AND MEDICAL	20	42.7	49270	39.6
DENTAL	63	53.8	47223	38.0
SICKNESS AND ACCIDENT	12	10.3	2689	9.4
LONG TERM DISABILITY	21	17.9	18366	14.8
LIFE INSURANCE	45	38.5	17516	14.1
PENSIONS	30	25.6	27316	22.0
OTHER BENEFITS	67	41.9	34165	27.5
SETTLEMENTS FOR WAGES ONLY	ın	4.3	35205	28.3
SETTLEMENTS NOT CHANGING ANY BENEFITS	٥	7.7	14750	11.9
FIRST AGREEMENTS	-	0.0	840	0.7

FIGURES ARE NON-ADDITIVE. A SETTLEMENT MAY ESTABLISH OR CHANGE MORE THAN ONE TYPE OF BENEFIT.

TABLE 9

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS

COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988

BY SECTOR

DURATION OF NEGOTIATIONS	71	TOTAL	PRIVATE SECTOR	SECTOR	PUBL 10	PUBLIC SECTOR
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	121	124,354	51	52,149	20	72,205
1-3 MONTHS	07	24,295	33	19,515	7	780
6-6 MONTHS	28	21,041	10	14,704	18	6,337
7-9 MONTHS	20	17,012	2	3,791	18	13,221
10-12 MONTHS	21	34,226	7	2,639	17	31,587
13 MONTHS AND OVER	12	27,780	2	11,500	10	16,280

MONTHS	9.9	7-5	8.4
AVERAGE DURATION OF NEGOTIATIONS	TOTAL	PRIVATE SECTOR	PUBLIC SECTOR

TABLE 10
STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR WORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988

STAGE OF SETTLEMENT	TOT	TOTAL	PRIVATE SECTOR	SECTOR	PUBL IC	PUBLIC SECTOR
V	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	121	124,354	51	52,149	70	72,205
DIRECT BARGAINING	67	55,275	14	8,305	35	026'97
CONCILIATION	60	8,146	25	7,205	m	176
POST CONCILIATION BARGAINING	16	869'9	80	3,273	ဆ	3,425
MEDIATION	25	14,568	15	10,856	10	3,712
POST MEDIATION BARGAINING	-	385	•	•	-	385
ARBITRATION	Ŋ	12,744	٠	•	ın	12,744
WORK STOPPAGE	٥	14,359	7	13, 191	2	1,168
ОТНЕК	60	12,179	2	9,319	•9	2,860

TABLE 11

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988

STAGE OF SETTLEMENT	10.	TOTAL	1-3 M	SHILL	¥ 9- 7	SHINOW 9-5	7-9 M	7-9 MONTHS	10-12	10-12 MONTHS	13 MONTHS	13 MONTHS AND OVER
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	121	124,354	07	24,295	28	21,041	20	17,012	21	34,226	12	27,780
DIRECT BARGAINING	67	55,275	17	7,515	11	4,296	11	13,878	9	56,969	7	2,617
CONCILIATION	∞	8,146	m	895	7	6,821	٠	•	—	027	•	٠
POST CONCILIATION BARGAINING	16	869'9	7	2,256	2	1,880	2	584	m	1,409	2	699
MEDIATION	25	14,568	0.	3,730	7	6,850	7	1,474	Ŋ	2,514	٠	
POST MEDIATION BARGAINING	gras	385		۰	-	385		٠	٠	•	•	•
ARBITRATION	2	12,744	٠	e	٠	٠	~	352	-	222	m	12,170
WORK STOPPAGE	0	14,359	2	580	2	485	•	•	2	870	M	12,424
ОТНЕК	60	12,179	2	9,319	-	324	2	724	M	1,812	٠	ō







